

Summary

I bring a wealth of experience in talent acquisition, known for my ability to work independently, I excel in managing the end-to-end recruitment process and delivering positive experiences for both candidates and hiring managers.

My experience extends to employment marketing and branding, with a proven track record in event recruiting - both domestic and international - creating dynamic and engaging experiences that result in hires.

Recruiting Expertise

- › Software Development
- › Cloud Computing and DevOps
- › Data Science and Engineering
- › Cybersecurity
- › Gaming Technology
- › IT, Network and System Technologies
- › Hardware and Embedded Systems
- › Marketing/Non-tech

Experience

Principal and Founder | [Binary Search Careers](#)

Jul 2024 - Present

- › I started Binary Search Careers, LLC to provide resume and interview coaching, along with contingent recruiting and recruiting consulting services.

Senior Technical Recruiter (Contract) | [Salesforce](#)

Jun 2021 - Oct 2022 (1 year 5 months)

Supported the data engineering organization for Tableau's product offerings

- › Hired 31 candidates during a challenging business environment and economic downturn
- › Hired candidates at various levels including lead, principal, manager, senior manager, and director
- › Contract was extended twice

Senior Technical Recruiter | [Nintendo](#)

Mar 2015 - Feb 2021 (6 years)

Supported multiple organizations and subsidiaries including, software engineering, web development, IT, marketing, business analysis and planning, Nintendo Technology Development (Hardware), Nintendo Software Technology (Game Studio), and RETRO Studios (Game Studio, Austin, TX)

- › Started as the only technical recruiter in North America
- › Owned end-to-end recruiting process for 20 - 60 concurrent positions; achieved 90% offer acceptance rate, averaging 70 external hires per year; orchestrated internal transfers and contractor hiring
- › Organized the Redmond campus's inaugural onsite networking event and game tournament for approximately 100 potential candidates; this was the company's first-ever onsite game tournament and resulted in 2 hires with a \$1,500 cost-per-hire; attendee and employee survey scores averaged 9/10
- › Implemented Entelo, an online recruiting automation tool, and trained my team on its effective use
- › Implemented Calendly, an online meeting scheduler that enables candidates to self-schedule recruiter phone screens, resulting in positive candidate feedback, reduced recruiting coordinator workload, and decreased time to fill
- › Implemented Codingame, an online technical assessment platform that eliminates technical phone interviews by hiring teams, resulting in positive feedback from hiring managers and candidates and decreased time to fill
- › At the direction of Nintendo Japan, I designed and owned a process to concurrently screen 1,000 candidates for entry-level game designer positions

Experience continued

Senior Technical Recruiter | [Amazon](#)

Feb 2012 - Mar 2015 (3 years 2 months)

Supported the Kindle Device Product group on existing and new product development initiatives in three locations

Events Recruiter (Feb 2013 - March 2015):

- › Oversaw events as part of our recruiting strategy for our Seattle, Bay area, and Boston offices averaging a cost per hire of \$1,500 - 5,000
- › Events included hiring blitzes (onsite, domestic, and international), networking events, happy hours, meetups, and conferences
- › My events garnered 45 hires over a roughly one-year period, including positions such as SDE, SDETs, QAEs, and TPMs

Sourcer (Feb 2012 to Sept 2013):

- › Converted after a six-month initial contract
- › Exclusively focused on sourcing people managers and senior IC roles for the Device Software Team
- › Sourced 30 hires in Q3 of 2013, including 3 Directors (L8), 2 Senior Managers (L7), 8 Managers (L6), and 8 Senior ICs (L6)

Senior Recruiter (Contract) | [The Walt Disney Company](#) | Jan 2011 - Nov 2011 (11 months)

Responsible for technical and non-technical recruiting across multiple divisions including Disney Online, Disney Gaming, IT, MarCom, airline mechanics, and others

- › Hired approximately 30 ICs and people managers with an average time to fill of less than 40 days

Staffing Consultant | [Microsoft](#)

Oct 2007 - Jan 2011 (3 years 4 months)

Staffed for various product groups in the Office organization

- › Led team in external hires and exceeded hire targets
- › Earned a Gold Star Award (awarded to only 5-7% of employees) for my employment marketing and diversity initiatives

Direct Placement Recruiter | [Volt Technical Resources](#)

Mar 2006 - Oct 2007 (1 year 8 months)

Member of a contingent recruiter team focused on technical roles for greater Seattle area companies

- › Fifth highest billing recruiter nationwide

Education/Certifications

Shoreline College

General Studies towards Bachelor's degree

Certified Diversity Recruiter - AIRS powered by ADP

Web Application & Software Architecture 101 - Educative, Inc.

Disney's Approach to Leadership Excellence - Disney Institute

Disney's Approach to Quality Service - Disney Institute

Disney's Approach to Employee Engagement - Disney Institute