

Summary

I am a lifelong techie, cutting my teeth on an IBM PCjr and teaching myself BASIC coding as a kid. In my teens I built apps using HyperCard and a solitaire game in Pascal. I get tech because I live it and love it!

Technical Recruiting Expertise

Software Development

- > Web Development
- > Mobile App Development
- > Backend Development
- > Frontend Development
- > Full Stack Development

Cloud Computing and DevOps

- > Infrastructure as Code
- > Continuous Integration and Continuous Deployment (CI/CD)
- > Containerization (e.g., Docker, Kubernetes)
- > Cloud Architecture
- > Cloud Infrastructure
- > Cloud Operations

Hardware and Embedded Systems

- > Embedded Software Development
- > Hardware Engineering
- > Drivers
- > Codecs

Gaming Technology

- > Game Development
- > Game Design
- > Artists/Animation/Rigging

Data Science and Engineering

- > Data Analysis
- > Data Engineering/Architecture
- > Data Warehousing
- > ETL

Network and System Technology

- > Network Engineering
- > System Engineering
- > Help Desk and Technical Support
- > Database Administration
- > IT Project Management
- > IT Infrastructure
- > Cloud Computing and DevOps/SRE

Cybersecurity

- > Network Security
- > Information Security
- > Penetration Testing
- > Security Engineering

Experience

Senior Technical Recruiter | [Salesforce](#) | Jun 2021 - Oct 2022 (1 year 5 months)

Supported the data engineering organization for Tableau's product offerings

- > Hired 31 candidates during my tenure. Six months of that time were in an economic downturn with limited to no open requisitions.
- > Candidates hired included two lead engineers, one principal engineer, two managers, four senior managers and one director.

Senior Technical Recruiter | [Nintendo](#) | Mar 2015 - Feb 2021 (6 years)

Supported Software Engineering, Web Development, IT, Marketing, Business Analysis and Planning, Nintendo Software Technology (Game Studio), and RETRO Studios (Game Studio, Austin, TX).

- > Started as the only technical recruiter in the organization
- > 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
- > Partnered with graphics team in constructing wrapping overlays for job boards, image templates for Twitter, and swag bags for onsite candidates
- > Implemented Entelo, an online recruiting automation tool, and trained my team on its effective use
- > Implemented Calendly, an online meeting scheduler which 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 which eliminates technical phone interviews by hiring teams, resulting in positive feedback from hiring managers and decreased time to fill
- > Organized the Redmond campus's inaugural onsite networking event and game tournament for approximately 100 potential candidates; this was the company's first onsite game tournament resulting in 2 hires with a \$1,500 cost-per-hire; attendee and employee survey scores averaged 9/10
- > Designed and owned a process to concurrently screen 1,000 candidates for entry-level gaming openings

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 WA, CA and MA.

Events Recruiter (9/2013-3/2015):

- › Oversaw events as part of our recruiting strategy for our Seattle and Boston offices
- › Average cost per hire at these events ranged from \$1,500 - 5,000
- › My events garnered 45 hires over a roughly one-year period, including positions such as SDE, SDETs, QAEs, and TPMs

Sourcer (2/2012 to 9/2013, including a six-month initial contract period):

- › Recruited senior engineers and people managers for the Device Software Team
- › Sourced 30 hires from January through September 2013, including 3 Directors (L8), 2 Senior Managers (L7), and 15 Senior (L6) ICs and managers

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 <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 FY09 external hires and exceeded our target for FY10
- › Earned a Gold Star Award (awarded to only 5-7% of eligible employee population) for my employment marketing initiatives, including diverse hiring, in FY10
- › Responsible for strategy and execution of online diversity marketing campaigns across Facebook, LinkedIn, and SEM

Professional 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 technical direct-placement recruiter nationwide

Education

Shoreline College

General Studies towards Bachelor's degree

Certifications

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