Cameron Smith

Full Stack programmer/Sales Manager/Hr capitalist specialist

Mapleton, Utah Number-(702)465-3802 Email-cameronsmithrm1216@gmail.com

Highly motivated and detail-oriented Full Stack Developer with a strong foundation in HTML, CSS, and JavaScript. Recently finished a Full Stack programming boot camp for the u of u. Passionate about leveraging technology to create intuitive and dynamic web applications that enhance user experiences. Skilled in front-end and back-end development, with a keen eye for design and functionality. Demonstrated ability to collaborate effectively in team environments, as evidenced by successful completion of group projects and during academic tenure. Proactive learner committed to continuously enhancing skills and staying abreast of industry trends. Excited to contribute to innovative projects and grow within a supportive professional environment.

WORK EXPERIENCE

August 2023 - Current

Elan Solar - Orem, UT
HR/Human Capital Specialist

- Managed full-cycle recruitment processes, including job postings, resume screening, conducting interviews, and extending offers.
- Developed and implemented employee onboarding and offboarding procedures, ensuring a smooth transition for new hires and departing employees.
- Administered employee benefits programs, including health insurance, retirement plans, and wellness initiatives, while ensuring compliance with relevant regulations.
- Assisted in the development and implementation of HR policies and procedures, maintaining alignment with company goals and industry best practices.
- Conducted training sessions on various HR topics, including diversity and inclusion, sexual harassment prevention, and performance management.
- Acted as a point of contact for employee relations issues, providing guidance and resolution in accordance with company policies and legal requirements.
- Maintained accurate HR records and files, ensuring confidentiality and compliance with data protection laws.
- Collaborated with cross-functional teams to support organizational development initiatives and promote a positive work culture.
- Stayed abreast of changes in employment laws and regulations, implementing necessary updates to HR practices and procedures.

January 2020 - January 2023

Sun Run - Irvine, CA

Sales Manager
Managed and area, and sales reps

- Led a team of sales representatives in achieving and exceeding sales targets for residential and commercial solar energy systems.
- Developed and implemented strategic sales plans to penetrate new markets and expand

the company's customer base.
- Established strong relationships with key stakeholders, including homeowners, businesses, and government agencies, to drive sales opportunities.
- Conducted market research and analysis to identify emerging trends, competitive threats, and growth opportunities in the solar energy industry.
- Collaborated with cross-functional teams, including marketing, finance, and operations, to ensure seamless execution of sales initiatives and projects.
- Provided ongoing training, coaching, and mentorship to sales team members to enhance their product knowledge, sales techniques, and customer service skills.
- Managed the sales pipeline and CRM system to track leads, opportunities, and sales performance metrics, ensuring accurate forecasting and reporting.
- Negotiated contracts and agreements with customers, vendors, and partners, while ensuring compliance with company policies and industry regulations.
- Represented the company at industry events, trade shows, and conferences to promote brand awareness and generate new business opportunities.

November 2015 - January 2022

Vivint/Sun Run - Texas/California
Sales Manager

Compiled and analyzed data to determine approaches to improve sales and performance.
Implemented systems and procedures to increase sales.
Developed compelling presentation decks to gain approval for ideas and communicate results.
Able to build and create sales teams
Designed and developed analytical data structures.
Reviewed code, debugged problems, and corrected issues.
Authored code fixes and enhancements for inclusion in future code releases and patches.
Analyzed existing software implementations to identify areas requiring improvement.

SKILLS & OTHER

Data Visualization/Engineering: Tableau (Advanced), Looker (Experienced), Segment, Amplitude **Techniques**: Hypothesis Testing, Recommendation Engines, Customer Segmentation Analysis (Advanced) **Tools and Frameworks**: ElasticSearch, Python (Keras, Scikit-learn), Hadoop, Python, Databases (MySQL)

- **Programming Languages**: Proficient in HTML, CSS, and JavaScript, with a solid understanding of object-oriented programming principles.
- **Web Development Frameworks**: Familiar with front-end frameworks such as React.js and Bootstrap, and back-end frameworks like Node.js and Express.js.
- **Database Management**: Basic knowledge of SQL and experience working with databases like MySQL and MongoDB.
- **Version Control Systems**: Proficient in using Git for version control and collaboration on software projects.

- **Front-end Development**: Skilled in building responsive and user-friendly web interfaces using modern web technologies and frameworks.
- **Back-end Development**: Understanding of server-side programming concepts and experience creating RESTful APIs for data interaction.
- **Development Tools**: Comfortable working with development tools like Visual Studio Code and Sublime Text for coding and debugging.
- **Problem-Solving Skills**: Strong analytical and problem-solving abilities, with a knack for troubleshooting and finding efficient solutions to complex problems.
- **Attention to Detail**: Diligent in writing clean, well-structured code and adhering to coding standards and best practices.
- **Learning Agility**: Quick learner with a passion for staying updated on emerging technologies and trends in the software development industry.
- **Collaboration**: Effective team player with excellent communication skills, capable of collaborating with cross-functional teams to achieve project goals.
- **Personal Projects**: Developed and deployed several personal projects, including a responsive portfolio website and a simple e-commerce application, demonstrating practical experience and initiative in full stack development.