

MICHAEL CHAVEZ

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Portfolio: mikechavo.github.io/Mikechavo/

SKILLS

Technical: HTML, Slim, Haml, CSS, Bootstrap, Tailwind, JavaScript, jQuery, TypeScript, React, Ruby, Ruby on Rails, Python, Flask, Django, PyTorch, Java, C/C++, SQL, PostgreSQL, Corel Illustrator/Draw/Paintshop Pro/Painter, DaVinci Resolve, AutoDesk Fusion 360, Stable Diffusion

Tools: Salesforce, Tableau, Visier, iCIMS, Beamery, LinkedIn Recruiter, Entelo, SeekOut, Git, GitHub, Google Apps Script, Jest, Rspec, Windows OS, Mac OS, Windows Subsystem for Linux

Professional: Technical Sourcing, Talent Acquisition, Training and Development, Leadership, Data Management, Project Leadership, Effective Communication, Research, Sales

PROFESSIONAL EXPERIENCE

Ceatus Media Group- San Diego, CA

2023-2023

Full Stack Developer

- Collaborative Coding: Actively engaged in pair programming to enhance code quality and skills within a team of 2.
- Ruby on Rails Proficiency: Developed web application features for 199 employees using the Ruby on Rails framework, implementing MVC architecture and RESTful design principles between 2 separate applications.
- Database Management: Created, queried, and maintained relational databases, specializing in PostgreSQL for efficient data storage and retrieval when rendering conditional partial templates throughout 2 internal applications with 214 tables.
- User-Centric Interfaces: Crafted dynamic, responsive user interfaces with HTML, Slim, CSS, and jQuery for an enriched user experience for 199 employees.
- SEO-Optimized Routing: Expertly configured custom routes for user-friendly and SEO-optimized URLs.
- MVC Framework: Demonstrated a deep understanding of the Model-View-Controller (MVC) framework, ensuring code modularity and maintainability.
- Dynamic Sorting: Developed user-friendly data sorting based on multiple criteria like 'Priority,' 'Assigned To,' 'Created At,' and 'Sales Order ID' to ensure an easy switch between different sorting options when constructing SQL queries without having to hardcode the SQL clauses each time.

Uber- Dallas, TX

2020-2023

Sourcing Recruiter/Project Development Lead

- Strategic Talent Acquisition: Successfully sourced and recruited diverse Frontend, Backend, Android, and iOS Engineers, as well as sales personnel, from three global regions, emphasizing diversity and inclusion in hiring practices.
- Talent Pipeline Development: Strategically crafted and managed 96 talent pipelines, shaping Uber's technical workforce and ensuring a robust candidate pool.
- Leadership in Diversity Recruiting: Spearheaded diversity recruiting initiatives, ensuring representation from underrepresented groups in hiring teams across multiple regions
- Interviewing Expertise: Led comprehensive interview debriefs and provided guidance to Senior Directors, facilitating unbiased hiring decisions and resulting in the successful extension of offers to top engineering talent.
- Software Development: Leveraged software development skills to design and develop two automation tools using Google Apps Script, HTML, JavaScript, and SQL. These tools streamlined manual processes, saving 15 hours of work per week for a team of six sourcers.
- Data Analytics and Market Research: Played an integral role in data management and analysis, utilizing market research insights to inform sourcing and recruiting strategies. Actively participated in talent mapping, pipeline creation, and scheduling coordination, contributing to the overall success of recruitment initiatives.

United States Army – Various Locations

2013-2020

Heavy Vehicle Supervisor

- Leadership and Training: Held the role of Squad Leader, overseeing a 15-Soldier squad, and spearheaded the comprehensive training and development of soldiers within a 144-member company. Delivered company-level training and skillfully designed Physical Training sessions, ensuring that soldiers were at their peak performance.
- Legal Expertise: Managed all legal matters for the Company and capably handled heavy vehicle operations, emphasizing a commitment to safety and compliance.

EDUCATION | CERTIFICATIONS

LEARN Academy- San Diego, CA

2023-2023

- Coursework completed in React, JavaScript, HTML, CSS, Ruby, Ruby on Rails, PostgreSQL and Postman through 640 hours of coding education and experience. Practiced Test Driven Development using Jest and RSpec and created over 10 working projects using the skills learned.

University of Maryland University College- Fort Belvoir, VA

2017-2018

- Coursework completed in software development, C/C++, and Data Structures/Algorithms.

Pikes Peak Community College- Colorado Springs, CO

2008-2009

- Coursework completed in Business Management, Mathematics, and Automotive Technology.