MICHAEL CHAVEZ

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Portfolio: https://vetmike.netlify.app/

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, Fleet Management, Safety/Mitigation

PROJECTS

Project Flare: An Uber automated candidate management tool to handle candidate status emails.
- **Backend**: Google Apps Script | **Frontend**: HTML, JavaScript | **Integration:** Google Sheets, Gmail

My Portfolio: Frontend application showcasing all my projects, journey, and skills.
- **Frontend**: TypeScript, JavaScript, HTML, Tailwind CSS

Mini-Paldex: Full-stack application for managing item collections.
- **Backend:** Python with Django | **Frontend:** Python with Django, HTML, Bootstrap | **Database**: PostgreSQL

PintPal: Full-stack application connecting users and beers.
- | **Backend**: Ruby on Rails with Ruby | **Frontend**: JavaScript with React, HTML, Bootstrap **Database:** PostgreSQL

Mike's Pokedex Explorer: Frontend application allowing exploration of Pokémon data.
- **Frontend**: TypeScript, HTML, Tailwind CSS | **Integration:** API

FitFolio: Full-stack application for tracking workouts and fitness progress.
- **Backend**: Ruby on Rails | **Frontend**: JavaScript with React, HTML, Bootstrap, CSS | **Database:** PostgreSQL

PC Part Inventory Management System: GUI application for managing PC hardware inventory.
- **Backend/Frontend**: Java with JavaFX, HTML

Blog Post Application: Full-stack application for creating and managing blog posts with user authentication.
- **Backend**: Ruby on Rails with Ruby | **Frontend**: Ruby on Rails with Ruby, HTML, CSS | **Database:** PostgreSQL

Fictional Dating Application: Full-stack fictional dating application.
- **Backend**: Ruby on Rails with Ruby | **Frontend**: JavaScript with React, HTML, CSS | **Database:** PostgreSQL

Cribz: Full-stack real estate application for listing and managing properties.
- **Backend**: Ruby on Rails with Ruby | **Frontend**: JavaScript with React, HTML, CSS | **Database:** PostgreSQL

PROFESSIONAL EXPERIENCE

Uber- Dallas, TX   **2024**
Technical Sourcer
- Strategic Talent Acquisition: Focused on sourcing and recruiting software engineers in LATAM, successfully identifying and engaging diverse Frontend, Backend, and Full Stack Engineers.

Military Technical Recruiting, LLC (MTR)- St. Petersburg, FL   **2024**
Veteran Placement Specialist Recruiter
- Dedicated Focus: Specialized in connecting Transitioning Service Members, Reservists, Veterans, and their spouses with rewarding career opportunities.
- Job Listing Management: Continuously updated job listings across various industries to ensure a constant stream of opportunities for candidates.
- Profile Creation Support: Assisted candidates in creating and optimizing profiles on the MTR Careers Portal to match them with suitable opportunities.
- Personalized Candidate Support: Provided personalized support and maintained communication with candidates to understand their skills and aspirations better.
- Community Engagement: Engaged with the military community to gather insights and feedback, enhancing the support provided to transitioning service members and their families.

Ceatus Media Group- San Diego, CA   **2023**
Full Stack Developer Intern
- 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   **2021-2023**
Technical 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 interview teams, 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.
- Talent Acquisition Academy Program (TAAP 3.0): Successfully completed Uber's Talent Acquisition Academy Program (TAAP), a comprehensive training initiative spanning five months.

ABF Freight- Dallas, TX   **2020-2021**
City Driver/ Warehouse Operator/Lead Loader
- Efficient Cargo Handling: Expertly operated forklifts to load and unload customer freight with precision and efficiency, ensuring optimal use of space and minimizing handling time.
- Safe Hazardous Material Transport: Led the safe loading of multiple trailers, meticulously ensuring proper weight distribution and handling of hazardous materials, in compliance with all safety regulations.
- Strategic Operations Management: Orchestrated operations across various ABF hubs in the region, overseeing 10 freight doors out of a total of 184. Expertly coordinated pickup and delivery schedules to optimize efficiency and promptly meet customer demands throughout the Dallas Fort Worth area and beyond.

United States Army – Various Locations   **2013-2020**
Heavy Vehicle Supervisor & Squad Leader
- Provided direction and technical guidance for 15 employees in the transportation department, overseeing heavy vehicle operations, cargo handling, and safety checks.
- Delivered over 50K tons of essential sensitive supplies to multiple locations without any losses or incidents.
- Supervised and reviewed all work orders and requisitions, ensuring prompt replacement and repair of damaged equipment.
- Conducted compliance audits and safety inspections on contractor vehicles and transportation supervisors, ensuring regulatory adherence.
- Advised senior management on movement control, transportation status of supplies, and operational readiness of vehicles.
- Spearheaded comprehensive training and development for soldiers within a 144-member company, delivering company-level training and skillfully designed Physical Training sessions.
- Managed all legal matters for the Company, emphasizing safety and compliance in heavy vehicle operations.

Heavy Wheeled Vehicle Operator & Transportation Supervisor
- Maintained 100% accountability of Heavy Equipment Transport System and equipment valued at over $2M.
- Achieved a 98% operational readiness rate by overseeing personnel training and development.
- Ensured zero losses of equipment during loading operations and effectively briefed personnel on setting up and tearing down audio and staging equipment.
- Acted as Transportation Supervisor, fostering teamwork and achieving exceptional results.

EDUCATION | CERTIFICATIONS

LEARN Academy Boot Camp Full-Stack Web Developer Certification | Western Governors University | University of Maryland Global Campus | High School Diploma

Specialized Military Training:

Leadership Course | Hazardous Material Driver Training | Fuel Handlers Course

NOTABLE AWARDS

Army Achievement Medal | National Defense Service Medal