ALEXIS DEL CASTILLO ZINK

OBJECTIVE

Former All-American collegiate and professional athlete with a continuous improvement mindset looking for an opportunity to contribute to an organization's research and analytics needs. An educational background in Research Methods, Statistics, and Psychology, coupled with advanced knowledge and experience with computer programs and internet research and a keen interest in data analytics and visual design yields a team-player profile willing and able to work in a variety of functions.

EDUCATION

2007 –2011 | BA PSYCHOLOGY | GEORGETOWN UNIVERSITY, COLLEGE OF ARTS AND SCIENCE

- All-American Rower, 2008 & 2009; American Record Holder
- Course concentrations in Research Methods & Statistics (3.5 GPA); Writing (4.0 GPA) and Studio Art (4.0 GPA)
- Capstone Research Project: Correlation Between Breakfast and GPA.– *Semester long research project, results analysis, and presentation. Utilized online survey forms, Excel, MATLAB, SPSS, and PowerPoint.*

WORK EXPERIENCE

09/2016—04/2019 | EXECUTIVE TALENT ACQUISITION ANALYST | DANAHER CORPORATION

- Sourced and built candidate pipelines for executive-level talent in all functions across Danaher's global portfolio of ~10 major operating companies. Collaborated with HR leadership, recruiters, and hiring managers in all stages of the search process to shape the go-to-market research efforts.

- Led high-level candidate name generation and organization chart creation/talent mapping by leveraging external resources in the public domain.

- Promoted diversity hiring strategies and tools/techniques.

- Conducted complex analysis associated with industry trends, talent mapping, and organizational structure. Created spreadsheets and databases with items such as pivot tables, interactive charts, maps, and linking.

- Coordinated the development and use of integrated databases and information systems to track and monitor the status of applicants, candidates, and current employees.

- Prepared written documentation for upper management and executives.

- Compiled extensive research in a cloud-based application and shared it with members across Danaher's global portfolio of companies.

- Created the first company-wide overview presentation that has been used for the past two years for onboarding new employees.

- Facilitated meetings or conference calls that included formal agendas and meeting notes or minutes.

- Ensured compliance with policies and procedures when writing job position descriptions that were to be published online.

Cross Functional Teams and Activities

- Participated on two invite-only global talent acquisition technology assessment teams. Worked with consultants and vendors to gather information, test software systems, and strategize to shape the future companywide human resources and talent acquisition strategy.

- Guided the University Relations team to plan and launch their social media strategy.

Washington, DC

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WORK EXPERIENCE

01/2015–02/2016 | EXECUTIVE TALENT ACQUISITION RESEARCH ASSOCIATE | LOCHLIN PARTNERS

- Led high-level candidate name generation and worked with senior partners in all stages of the search process.
- Created business development information packets for senior partners.
- Conducted and synthesized research, including financial and/or statistical analysis of businesses, industries, and markets.
- Utilized problem-solving skills to prioritize and handle multiple tasks and projects.

06/2014–12/2014 | MEDICAL DATABASE BUILDER | KELLY GOODMAN, N.P. & ASSOCIATES

- Contract role that involved the correct upload of thousands of patients' files between medical databases (specifically, eMDs to athenaNet).
- Responsible for uploading files, lab results, imaging results, billing and insurance information, and any other available medical information.
- Completed work currently allows for over 6,000 patients to communicate directly with nurse practitioners, view lab and imaging results, pay bills, schedule appointments, and review all medical information in one online system.

10/2013–02/2014 | TALENT ACQUISITION RESEARCH ANALYST | GM RYAN, INTERNATIONAL

- Built, updated, and expanded the firm's executive client recruitment database, specifically within digital media and cloud computing industries.
- Research led directly to placements of executive level candidates.
- Work was done independently and completed in one-third of the estimated project length.

09/2012–09/2014 | ROWING COACH | SIDWELL FRIENDS SCHOOL & THOMPSON BOAT CENTER

- Planned and conducted practice for up to 40 athletes on the Potomac River. Responsible for practice organization, training, and athlete safety.
- While at Sidwell, planned, marketed, and organized an inaugural indoor rowing event, which hosted more than 200 athletes and raised over $4,000 in its first year.
- Provided guidance for student athletes in the college recruiting process, several of whom were admitted to Ivy League and DI schools.

VOLUNTEER WORK

Georgetown University Alumni Association – Admissions Interviewer & student mentor

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LANGUAGES

English – Advanced Proficiency, Reading, Writing, Speaking

Spanish – Working Proficiency, Reading, Writing, Speaking

HOBBIES & ACTIVITIES

Hiking; Cycling; Art (photography, digital art/photography, music videos); woodworking; Geocaching

COMPUTER SKILLS

Advanced Proficiency:

- Office Suites–Microsoft, Apple, Google, OpenOffice/Linux

- Operating Systems–Windows, Linux

- Data Visualization–Excel, PowerBI, Tableau, Google Fusion Tables, D3.js

- Internet Research–X-Ray site searching, Boolean search, federal site searching, custom search engines

- Web development–HTML, CSS, Squarespace

- Adobe Creative Suite

Experienced In:

- Javascript

- Wordpress

- Google analytics

LICENSES & CERTIFICATES

Problem Solving Process–Certificate, Danaher Corporation

USACycling–Category 1 Cyclist

USA Cycling–Level 3 Coach