Ben Briones

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WORK EXPERIENCE

Block Inc./Square   *November 2021 - October 2023*
Technical Sourcer
- Sourced 150+ passive leads per week across Backend, Mobile, Frontend, and Machine Learning, exceeding team expectations of tech screen:onsite ratio of 40% by 20%.
- Spearheaded sourcing efforts in Australia acting as main point of contact, resulting in the first 10 sourcing hires in Android, Backend, and Leadership across two quarters.
- Led onboarding and mentoring of 6 sourcers, guiding them through the use of our tools, understanding intricate processes, and instilling best practices.
- Facilitated intake and weekly follow up meetings with hiring managers to discuss requisition requirements, candidate profiles, sourcing plans, current pipeline, and future hiring needs.
- Conducted prep-calls with candidates for virtual interviews highlighting best practices, technical and behavioral areas of evaluation, and next steps in the interview process

Afterpay   *February 2021 - November 2021*
Technical Recruiting Coordinator
- Scheduled multi-panel interviews for engineering candidates across different domestic and global time zones, managing an average of 80 candidates per quarter and 100 interview panels weekly supporting 3 recruiters.
- Designed and implemented changes to the interview scheduling process working cross-functionally, effectively reducing interview times by an average of 3.5 weeks.

Associated Students of the University of California, Berkeley   *March 2019 - August 2020*
Senior Operations Supervisor
- Coordinated hiring operations such as screening 80+ applicant resumes, scheduling 70 interviews per semester, and hiring 5 top candidates each semester
- Responsible for data management pertaining to the experiences of our clients, candidates, and staff on software such as Trello and Google Suite

Notable Projects

Australia Hiring   *March 2023 - August 2023*
- I led the first sourcing initiatives in Australia focusing on Android and Backend roles, I implemented changes to the interview processes tailored to better suit the preferences and expectations of Australian candidates. I helped achieve a 40% increase in passthrough rates from onsite to offer. I also helped revamped and improved interview help documents to enhance candidate understanding of the interview process.

Layoffs Talent Engagement Toolkit   *January 2023 - February 2023*
- I developed a toolkit for Block Talent Teams to ensure we're prepared to engage with talent impacted by layoffs. This included a channel for any layoff updates and trends in the external market, best practices for engagement with talent, and outreach templates. This led to 20 hires across Block coming from Layoffs.

SKILLS

Programming Languages: HTML, Javascript, CSS, Java, Python
Tools: Gem, LinkedIn Recruiter, GSuite

EDUCATION

University of California, Berkeley   *May 2020*
Bachelor of Arts in Cognitive Science
- **Relevant Coursework:** The Structure and Interpretation of Computer Programs, Computational Models of Cognition, Discrete Mathematics and Probability Theory, Technology Firm Leadership

UC Berkeley Sutardja Center for Entrepreneurship and Technology   *May 2020*
Certificate in Entrepreneurship and Technology