

# ANDREW CROW

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## SUMMARY

Full-stack developer with senior-level leadership experience and recent top graduate from University of Washington Coding Bootcamp. Skills in Javascript, React, MERN Stack, HTML/CSS, and strengths in building strong teams from within, organization, and exceeding targets. Positioned to provide a customer-first perspective on how to approach application and design challenges by leveraging my background in sales and sales leadership. Eager to learn every day and to challenge myself and those around me to build amazing and meaningful web applications.

## TECHNICAL SKILLS

**Languages:** JavaScript, HTML5, CSS, SQL

**Applications:** ReactJS, MySQL, MongoDB, JQuery, Node.js, Bootstrap, Material-UI, Materialize, Bulma, Express, Handelbars.js, Passport.js

## PROJECTS

**Minnesvart** | [github.com/kbnewlon/project3](https://github.com/kbnewlon/project3) | [minnesvart.herokuapp.com](https://minnesvart.herokuapp.com)

- A micro-adventure community app providing short, simple, and local activity ideas to Washingtonians with a social media component.
- Project Manager, Front and Back End Development
- ReactJS, JavaScript, MySQL, Node, Material-UI, Cloudinary, Fuse.js, Passport, getStream.io, Express, Google Maps
- **Awards:** Best Presentation Award and People's Choice Award

**Whale Hunter** | [github.com/PatCeriale/Whale-Hunter](https://github.com/PatCeriale/Whale-Hunter) | [whalehunterbeer.herokuapp.com](https://whalehunterbeer.herokuapp.com)

- Beer tracking, search engine, and social media app that is built to be a go-to for beer discovery.
- Project Manager, Front and Back End Development
- JavaScript, JQuery, Node, Bulma, Cloudinary, MySQL, Handelbars.js, Express
- **Awards:** Best Functionality Award and People's Choice Award

**moodSing** | [github.com/Mrjcowman/moodSing](https://github.com/Mrjcowman/moodSing) | [mrjcowman.github.io/moodSing/](https://mrjcowman.github.io/moodSing/)

- A music recommendation app that suggests music suited to the weather around the user as well as their current mood and preferred genre.
- Project Manager, Back-End Development
- JavaScript, JQuery, Materialize
- **Awards:** Best UI/UX Award

## EXPERIENCE

**AVVO, Seattle, WA**

**2012-2020**

**Director of Sales, Acquisitions & Client Relations**

**2018 – 2020**

Oversee all new and returning customer revenue conversion and retention. Manage 12 Sales Managers, 60 Account Executives, 56 Account Managers, and 18 Sales Development Representatives. Development and execution of sales acquisition and retention strategies. Design and implement incentive compensation strategy. A key member of the senior leadership team. Build, develop, and manage a sales team capable of carrying out needed sales initiatives. Facilitate ongoing training and development of all Sales Managers.

*Key Accomplishments:*

- Increased average new account per Account Executive by 33%.
- Increased average revenue per Account Executive by 23%.
- Decreased annualized churn by 17.3%.
- Launched a successful Sales Development Representative department.

**Sales Development Manager**

2017 – 2018

Coach, develop, and manage AEs through a two-month onboarding process. Develop curriculum for AEs across onboarding, sales training, solutions, industry education, and role acumen. Facilitate ongoing training and development of all Account Executives. Design and develop the interview process through the implementation of core competencies.

**Key Accomplishments:**

- Avvo Star Award August 2017 - Top 1% of the company.
- Increased average Account Executive graduation rates by 60%.
- Average 109% to Management by Objective target.

**Sales Manager**

2017 – 2017

Coached and developed a successful team of AEs. Negotiated and closed advertising opportunities through sales strategy and execution plans. Identified areas for improved efficiency and productivity with the sales enablement team.

**Key Accomplishments:**

- Sales Manager of the Quarter - Q2 2017
- Top Regional Sales Manager in revenue for February - June 2017
- Average 109% to Management by Objective target.

**Other Roles at Avvo****Manager, Attorney Advocacy**

Seattle, WA

**Regional Sales Manager**

2016 - 2017

**Senior Account Executive**

2015 - 2016

**Ignite Product Specialist**

2014 - 2015

**Account Executive**

2013 - 2014

**Engagement Manager**

2012 - 2013

2012 - 2012

**Internet Parts Specialist**

2008 – 2012

**Supartparts.com - Tacoma Subaru**

Tacoma, WA

Established, and maintained new accounts through profiling, cold-calling, promoting a brand. Developed, implemented, and maintained Internet marketing and promotional campaigns. Acted as the primary relationship manager for 100 wholesale accounts.

**Key Accomplishments:**

- Grew book of business by 180 wholesale accounts per year
- Renegotiated freights agreements, saving the company \$27k in annual shipping costs

**EDUCATION****Bootcamp Certificate: University of Washington, Seattle, WA**

A 24-week intensive program focused on gaining technical programming skills in HTML5, CSS3, Javascript, JQuery, Bootstrap, Node Js, MySQL, MongoDB, Express, Handelbars.js & ReactJS.

**AA Culinary Arts Management: Napoli Culinary Academy, Sacramento, CA**