

# EMILY MARINARO

Los Angeles, CA

Github: <https://github.com/e0marina>

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## Experience

### **UCLA Extension: Full-Stack Engineering Certificate** *Dec 2019.-May 2020*

- Current student learning full-stack development in JavaScript / MERN stack
- Most recent project: built a [full-stack CRUD app](#) in response to Covid-19 crisis
  - Responsible for back-end
  - Created RESTful APIs using Node.js
  - Utilized MySQL for data storage
- Building responsive, mobile-first web applications focused on quality UX
- Technologies proficient with: HTML5, CSS3, JavaScript, Bootstrap.js, Node.js, Git, Express, MySQL, MongoDB, Firebase, 3rd party API integration, API creation, MVC pattern
- In addition to above, able to learn any language / technology tool (am about to learn React.js)
- Understanding of object oriented design
- Passionate about learning, inclusion, and community
- Self-starting and self-directing, flexible and easygoing
- Current GPA 4.0/4.0

### **Consulting and Personal Growth** *April 2016.- Present*

- Partnered with former colleague to start-up her own technical recruiting agency
- Occasionally support and consult with both companies looking to hire and individuals looking for career advice

### **Fullscreen, Inc. (Full-Time),** *New York, NY. Sept 2014 – April 2016.*

#### **Recruiting Manager,** *Feb 2015 - April 2016*

- Hired and lead the recruiting team at Fullscreen, at max 7 individual contributors
- Motivating and rewarding the team's production: went from hiring an average of 4 people per week to 10 people per week in less than a year
- Hands - on recruiter across the business, supporting req load of up to around 15 positions alongside recruiting team
- Responsible for management, training, mentorship and performance development of team; we hired over 270 employees in 2015, over 50% growth since 2014!
- Developed recruiting process and metrics, troubleshooting and adapting process when necessary
- Implemented non-binary (like/dislike) feedback system for hiring staff more intelligently
- Vetted and on-boarded new cutting-edge ATS, Lever
- Developed and managed Recruiting's budget including headcount
- Researching, implementing, and iterating on recruiting best practices for Fullscreen's unique needs

#### **Sr. Recruiter,** *Sept 2014 – Feb 2015*

- Individual Contributor, responsible for carrying up to around 30 reqs at a time across the business.

- Implemented recruiting best-practices and setting-up the function as Fullscreen's first full-time recruiter

**Vimeo (Contract)**, New York, NY. Jan 2014 – May 2014.

- Hired professionals in highly-competitive market; in both LA and NYC markets
- Full life-cycle recruiting in high-growth environment; both technical and non-technical roles: Software Engineering, UI/UX Designers and Finance

**The Huffington Post Media Group (Contract)**, New York, NY. Oct 2013 – Jan 2014.

- Hired technology professionals in highly-competitive market
- Full life-cycle recruiting in high-growth environment for highly competitive technical roles: Scala, PHP, Ruby and Data Engineers

**ideeli.com (Full-Time)**, (start-up eCommerce retailer, 2011's #1 fastest growing company in the US via Inc. 500) New York, NY. Dec 2010 – Sept 2013.

#### **Sr. Recruiter**

- Metrics-driven recruiter, average personal time-to-fill: 19 days
- Lead Technology recruiting starting in 2012, eliminated all use of agencies
- Partnered with CTO to create and foster ideeli's Technology brand at ideeli, including hosted Meetups, engaged in speaking opportunities and partnered with key universities
- Redesigned ideeli's Open-To-Hire to include metrics, a snapshot report of recruiting's performance used by executives
- Ran full-cycle recruiting within every department at ideeli (from entry-level to C-level searches)
- Owned a high-volume of requisitions: executed 47 hires (out of our total hire count of about 100 hires) in 2011; made across company departments

**JBCStyle (Full-Time)** (high-growth recruiting agency) New York, NY. Jan 2009 – Dec 2010.

#### **Talent Acquisition Executive**

**Staffing by Hall, Inc. (Full-Time)** (boutique recruiting agency)

**Fashion Recruiter**, New York, NY. Feb 2007 – Jan 2009.

## Education

**University of Michigan**, Ann Arbor, MI. Jan 2003 – April 2006. Bachelor of Arts, Environmental Science

