EMILY MARINARO

Los Angeles, CA

Github: https://github.com/e0marina
Portfolio Page: https://e0marina.github.io/updated_portfolio/

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 app in response to Covid-19 crisis
- Building responsive, mobile-first web applications focused on quality UX
- Proficient in Javascript and able to learn any language
- 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
- Developed junior-level talent to excel in sourcing and full-cycle recruiting. Resulting in a promotion for team member
- 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!
- Listened to the business to fluctuate recruiting support as needed
- 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
- Partnered with Hiring Managers; adjusted quickly to their needs and unique styles

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
- Partnering with Hiring Managers; adjusting quickly to their needs and unique styles

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