

EMILY MARINARO

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Experience

UCLA Extension: Full-Stack Engineering Certificate *Dec 2019.- Present*

- Current student learning development in Javascript / MERN stack.

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
- Pursuing own passions

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
- Management experience: managed and mentored coordinator, contractor and recruiting interns
- 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

- Agency recruiter responsible for talent acquisition as well as business development in a fast-paced, competitive environment
- Worked independently as an account executive, while contributing and collaborating as a team member to accomplish organization-wide goals
- Completed full-cycle recruiting process: resume review and submission, interviewed in-house, coordinated interviews with clients, checked references, employment offer, and closed
- Conducted cold calls for both wholesale and retail roles, to source the top talent in the industry tailored to clients' needs

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

Fashion Recruiter, New York, NY. May 2007 – Jan 2009.

- Placed fashion professionals with employers to satisfy their staffing needs
- Surpassed total number of candidates placed in 2007 by 150%, in 2008
- Hired, trained, and managed junior recruiters for the Staffing by Hall team
- Established lasting connections with candidates to help fill current and future client needs

Fashion Researcher, New York, NY. Feb 2007 – May 2007.

- Researched and recommended candidates with credentials that fit employers' needs

Education

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