

# Erik Herberg

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## WORK HISTORY

### **Amazon.com**

**Seattle, WA – 05/2016 to Present**

#### ***Technical Sourcer | Amazon Digital Entertainment***

- Support a recruitment team responsible for hiring engineering leaders across multiple businesses at Amazon.
- Directly contribute to a technical training course of new technical recruiters (project ongoing).
- Refined and optimized reach-outs through A/B experimentation, resulting in <30% response rates, on average.
- Created sprint boards and sprints for multiple projects in collaboration with Software Development Managers.
- Write comprehensive one-pagers to outline program objectives and forecast annual program goals.
- Develop and sustain partnerships across multiple Amazon orgs to ensure positive, customized candidate experiences.
- Utilized engineering SMEs to enhance search and candidate interaction efforts.
- Launched employee referral campaign for Amazon Video, and led all creative branding and advertising efforts.
- Evangelized agile methodologies to concentrate efforts and fill high-priority positions in two-week sprints.

### **Rylem Consulting**

**Seattle, WA – 08/2015 to 05/2016**

#### ***Technical Sourcer***

- Responsible for full lifecycle recruitment of Software Development Engineers for external clients and vendors.
- Highly active in interviews and recruitment of prospective internal employees.
- Staffed an entire start-up's engineering team, including Software Architect, Web Developer, and Back-end Engineer.
- Led candidate success ratios across entire technical recruitment team within 4 months of employment.
- Responsible for data-driven metrics reports, tracking activity patterns and best practices.

### **Bellevue College**

**Bellevue, WA – 09/2014 to 06/2015**

#### ***Program Coordinator (Graduate Internship) | Faculty Commons***

- Launched new UX-focused faculty website for BC faculty to access and register for development programs.
- Reported attendance and program completion data to director, tracked all departmental certifications.
- Aided in the development of multiple faculty training programs about e-learning and curriculum design.
- Created the first document archive for faculty training resources and materials.
- Led department branding and advertising for inaugural Teaching & Learning conference.
- Executed high impact projects within tight deadlines, including conference expense reports, program evaluations, and quarterly certifications updates.
- Reduced conference costs by ~25%, owning design of all creative materials and optimizing conference schedule.

### **University of Washington**

**Seattle, WA – 09/2012 to 06/2014**

#### ***Research Assistant | Department of Psychology***

- Conducted interviews and administered online surveys for computer simulated research studies.
- Responsible for data entry and quality assurance of vast data sets, using Excel and IBM SPSS.
- Researched diversity, workplace practices, and social policies in corporate environments.
- Contributed to survey data gathering and data coding for final analysis.

## EDUCATION

### **University of Washington | Seattle, WA**

**Class of 2015**

Masters of Education – Leadership and Policy Studies

*Focus: Education Equity, Professional Development, & Education Policy*

### **University of Washington | Seattle, WA**

**Class of 2013**

Bachelor of Arts – Psychology; Minor in Norwegian

*Focus: Neuro & Cognitive Psychology, Writing*

## RELEVANT SKILLS

- Proficient with Microsoft Office, operating in technical environments, video production, & graphic design software
- Speak English (native) and Norwegian-Bokmål (4 years)

- Strong knowledge of empirical research design, instructional design (e-learning), & data gathering
- Extensive working knowledge of e-learning software (Articulate Storyline), & web design (HTML & CSS)

### **AWARDS & ACTIVITIES**

- Recognized by LinkedIn as a top performer across Amazon & nominated to be a founding member of the LI Recruiting Network.
- Presented and archived an ethnographic research study at the Nordic Heritage Museum.
- Wrote policy memorandum about Education Equity that reached over 200 unique downloads by scholars, researchers, and graduate students across the world.
- Personal hobbies: Web design, learning new skills, LEGO, cooking, soccer, my dog (Ollie), and sampling microbrews.