

John Flores

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WORK EXPERIENCE

CHRONOSPHERE, Remote

Dec 2021—Jan 2022

Senior Technical Sourcer

- Source, engage, and screen software engineer candidates for Platform and Infrastructure verticals for fastest-growing B2B SaaS Unicorn in history, specifically attracting talent from FAANG and other big tech environments while increasing diversity and representation across engineering org
- Advise recruiting team on recruiting tools and resources like Greenhouse, Gem, Entelo, and LinkedIn Recruiter and develop talent attraction strategy for Platform vertical
- Create resources to educate both internal employees and external candidates on Series C equity offerings and ISOs

META, Remote

May 2021—Dec 2021

Senior Technical Sourcer (Production Engineering)

- Source, engage, and screen Production Engineers with unique blend of systems and SWE skills
- Use LinkedIn, GitHub, and FBR ATS to build diverse, inclusive, and equitable candidate pipeline

GOOGLE, Austin, TX

Dec 2019—April 2021

Technical Sourcer

- Source, engage, and screen software engineer candidates for high-profile product areas including Google Cloud Platform and Technical infrastructure across all major North American sites
- Utilize sourcing tools like LinkedIn, GitHub, and gHire ATS to build diverse, inclusive, and equitable candidate pipeline across multiple SWE domains

KHOROS, Austin, TX

Nov 2018—Dec 2019

Talent Acquisition Partner (Product & Engineering)

- Own full cycle recruiting experience for Product & Engineering Orgs while developing strong relationships and sourcing strategies with hiring managers and business partners
- Build Khoros brand through running industry networking events, university career fairs, and veterans outreach programs while tracking candidates in HireBridge ATS

EMERGE PROFESSIONAL, Denver, CO

March 2018—Oct 2018

Recruiter / Business Development Manager

- Execute full-cycle recruiting and database creation in startup recruiting firm while making placements in Denver, Chicago, North Carolina, and Utah.
- Source passive and active candidates, conduct onsite interviews, provide support in client meetings, and help create and establish Emerge as a breakout recruiting firm in Denver.

FASTAFF TRAVEL NURSING, Denver, CO

Jan 2017—Jan 2018

Discovery Team Member / Recruiter

- Qualify incoming leads to help place new and returning nurses on travel and strike assignments, recruit existing nurses through email and 80-100 outbound calls per day, learn PeopleSoft/E-recruit software to manage nursing database

EDUCATION

University of New Mexico, Albuquerque, NM

Bachelor of Arts in Philosophy / Minor in Business Management

Texas Tech University, Lubbock, TX

Completed coursework towards Philosophy

- In Texas Tech Honors College

AWARDS AND HONORS

- Increased gender diversity in Chronosphere's Platform Engineering by over 400%
- Exceeded Q1 2021 Google hiring OKR by 100% while exceeding DEI aspirational goals
- Hired entire 2019 Khoros Junior Software Engineering class with 100% bootcamp pass rate
- Played integral part in growing Emerge Professional quarter-over-quarter, billed \$300k in Q3
- 2005 NM K-9 Chess Champion, 2008-2010 NM K-12 Chess Champion/Denker Representative