Juan E Cabrera

www.juanedcabrera.com | juanedcabrera@gmail.com | Denver, CO | (305) 546-0416 | Github

Technical Skills: JavaScript, Python, HTML, CSS, SQL. Experience working with React, Node.js, Git, Github, and Heroku.

Work Experience

SOFTWARE ENGINEERING FELLOW   *MAR 2023 - PRESENT*
GENERAL ASSEMBLY (SOFTWARE ENGINEERING 3 MONTH IMMERSIVE BOOTCAMP)   **DENVER, CO**

- Completed various solo and group projects, many of which are listed below
    - Thoughtful.day - A journaling platform that allows users to journal using different templates and prompts. This was written in EJS, JavaScript, and CSS
    - Waldo's Great Escape - Interactive waldo game where Waldo is hiding within a moving crowd. This was built on the canvas element of HTML5, CSS, and JavaScript
- Participated in daily stand-ups and code reviews where I passed and excelled on all assignments.
- Using agile project management skills I developed web and full stack applications with effective documentation and test-driven code
- Conducted user testing and feedback sessions to improve Thoughtful.day and implemented additional versions with documentation

SENIOR TALENT ACQUISITION PARTNER   *JUL 2021 - MAR 2023*
MELIO (FINTECH COMPANY WITH 4BN VALUATION AND 1ST DENVER EMPLOYEE)   **DENVER, CO**

- Recruited for Customer Success, Enablement, HR, and Director or higher roles
    - Achieved a 96% hire rate with multiple positive Glassdoor reviews
    - Initiated a process called ERA (Expectation, Reality, and Alignment) that helped recruiters and managers to see the position more clearly
    - Provided various training sessions on sourcing and candidate control
    - Led Melio's participation in Denver Startup Week
- Worked on multiple HR projects and office culture initiatives
    - Created HR dashboards to track data used for policy initiatives: parent stipend, commute times to the office, and DEI for teams, all broken down by level and department
    - Created an employee portal and business case to improve HR interaction and comms
    - Analyzed leveling, title reconciliation, DEI, and exemption status while also providing clear recommendations that led to purchases of multiple programs
    - Created a new headcount process for more transparency across the People team in US and TLV
    - Helped with the layoff process by providing interview training, sample resumes, resume-building training, and job search strategies with laid-off employees to this day.

ADDITIONAL JOBS HELD:

- **Lead Recruiter (Contract)** | *Alphanumeric (J&J Covid19 Rollout)*   *OCT 2020 - JUL 2021*
    - Lead recruitment in both US and LatAm managing 7 recruiters and hiring over 250 positions
- **Talent Partner (Contract)** | *Genentech (Pharmaceutical)*   *Jul 2019 - Sep 2020*
    - Placement of 90+ Medical Affairs positions: 2 VP, 57 IC, and 28 Manager roles
- **Senior Associate** | GQR (Agency Recruitment and Inc 500 company)   *Jan 2018 - Jul 2019*
    - Fastest recruiter to be promoted from Associate to Senior Associate
- **Founder** | JECA Enterprises (*Hospitality Consulting*)   *Jun 2014 - Dec 2017*
    - Consulting company working with both HK, Macau, and US hotels

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- **GM of Asia Pacific |** *RedRock (Supply Chain Software)*   *Aug 2010 - Sep 2014*
  - Created the office in Macau and the Philippines; Sold to 3 major casinos
- **Business Analyst |** Fontainebleau (1.1BN Hotel in Miami Beach)   *Jun 2007 - Aug 2010*
  - Promoted multiple times and led the research which led to 1M+ purchases of creative endeavors and 500k+ of savings in existing partnerships

Awards, Associations, and Certifications

Professional in HR Certification	HRCI
2022 Recruiter of the Year	Mile-High SHRM (Denver-based association of SHRM)
DEI Board Member	Melio
SHRM Member	
Mile-High SHRM Member	
Alphanumeric Make Your Mark Award 2020	
Top Billers Trip	GQR (New Orleans Trip)

Projects

Thoughtful.day (Journaling Platform) written using **EJS, JavaScript, CSS** also **Third-party API**

A secure and customizable journaling platform using modern technologies like Express, Node.js, and Sequelize. The platform offers different journaling templates, tagging, and search functionalities and generates inspirational quotes. It helps users document their daily experiences and personal growth while ensuring secure and easy access to their journal entries.

Waldo's Great Escape (Waldo game but he's on the run) written using **HTML5, CSS, JavaScript**

As a developer, I created Waldo's Great Escape, a fun and challenging game where players have one minute to find and click on Waldo in a crowded street in New York City. The game features both an open-source sound and image assets, randomizing character speed, and a speed-based leveling system.

Education

Arizona State University   Phoenix, AZ

Bachelor of Science: Technological Entrepreneurship

Cum Laude

Languages

English	Fluent
Spanish	Fluent