

Juan E Cabrera

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

Technical Skills: JavaScript, Python, HTML, CSS, SQL, React, Next.js, Node.js, Git, Github, Heroku, Netlify, MongoDB Atlas, Tailwind, Bootstrap, Mongoose, Sequelize, Express, Django

Projects

Thoughtful.Day (Journaling Platform)

- Written using **EJS, JavaScript, PostgreSQL, Sequelize, CSS**; also **Third-party API** for quotes
- **Full-stack** application that uses JSON web token security with **SHA-256 hashing** for password and **salted encryption for cookies**
- New templates to be added with ease using **JSONB** to store the data in PostgreSQL

Waldo's Great Escape (Waldo game but he's on the run)

- Written using **Canvas, HTML5, CSS, JavaScript**
- **Browser-based game** that has built-in logic for winning and displaying the win
- **JavaScript** that enables **DOM manipulation**

Calientes.App (YouTube Hot Ones API)

- Written using **MongoDB with Mongoose ODM, Express, Next.js, React, React Bootstrap**
- An **open-source API** with a standalone website for reference
- Most of the data compiled through **Python scraping** and **YouTube API**

Work Experience

SOFTWARE ENGINEERING FELLOW

MAR 2023 - PRESENT

GENERAL ASSEMBLY (SOFTWARE ENGINEERING 3 MONTH IMMERSIVE BOOTCAMP)

DENVER, CO

- Exemplified my skills by conceiving, creating, and implementing a diverse array of full-stack applications, APIs, and interactive games.
- Leveraged Git version control with a focus on creating branches, conducting code reviews, and gaining code approval, facilitating seamless collaboration across development and production environments.
- Demonstrated exceptional commitment to quality by actively participating in user testing and feedback sessions, leading to significant improvements in the Thoughtful.day application's usability and functionality.
- Proficiently utilized essential development tools such as npm, VS Code, and Git, streamlining the development process and ensuring code accuracy and efficiency.
- Received consistently outstanding reviews from peers, instructors, and mentors for all projects, showcasing an ability to consistently deliver high-quality solutions.
- Demonstrated exceptional dedication and passion for software engineering, contributing over 1200 hours to various projects as evidenced by an extensive GitHub contribution history.
- Collaborated effectively in team-based projects, fostering a culture of open communication and mutual support among team members.
- Demonstrated adaptability and quick learning by swiftly adopting new technologies and programming languages to tackle complex coding challenges.
- Proactively engaged in independent learning outside the curriculum, exploring advanced programming concepts and staying up-to-date with the latest industry trends.

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SENIOR TALENT ACQUISITION PARTNER

JUL 2021 - MAR 2023

MELIO (FINTECH COMPANY WITH 4BN VALUATION AND 1ST DENVER EMPLOYEE)

DENVER, CO

- Created a Python web scraper to lift all Glassdoor reviews
 - To address the issue of bad Glassdoor reviews, I created a Python web scraper to extract all reviews, enabling us to gain valuable insights and improve our culture, leading to happier employees and better Glassdoor ratings.
- Recruited for Customer Success, Enablement, HR, and Director or higher roles
 - Created a process called ERA (Expectation, Reality, and Alignment) that helped recruiters and managers to see the position more clearly and increased time-to-hire by 19%
- Worked on multiple HR projects and office culture initiatives
 - Created HR dashboards in Google Sheets 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 built with Google Sites and designed a business case to improve HR interaction and comms

ADDITIONAL JOBS HELD:

- **Lead Recruiter (Contract)** | Alphanumeric (J&J Covid19 Rollout) Oct 2020 - Jul 2021
 - Lead recruitment 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 HK, Macau, and US hotels
- **GM of Asia Pacific** | RedRock (Supply Chain Software) Aug 2010 - Sep 2020
 - 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	SHRM
Mile-High SHRM Member	Mile-High SHRM Member
Make Your Mark Award	Alphanumeric
Top Billers Trip	GQR (New Orleans Trip)

Education

Arizona State University Phoenix, AZ

Bachelor of Science: Technological Entrepreneurship - Cum Laude

Fluent in both English and Spanish