

## **Justin O. Yocus**

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### **SUMMARY**

After years of working with and recruiting for Software Engineers, I've finally decided to roll up my sleeves and learn to build things myself. Seeking a full time role as a front end web developer where I can grow as an engineer.

### **TECHNICAL SKILLS**

- HTML5, CSS, Bootstrap, MaterialUI, Foundation
- JavaScript, Express.js, React.js, Node.js
- MongoDB, MySQL

### **WORK EXPERIENCE**

#### **Northwestern University**

##### **Full Time Software Engineering Student**

**September 2020-Present**

Northwestern's coding certificate program is an immersive course to teach the theory and application of Full Stack Web Development.

Focused on MERN applications as well as third-party and server side APIs. I have a foundation in MVC structured applications as well as both structured and unstructured databases.

#### **PayPal/Venmo – Chicago, IL**

##### ***Sr. Technical Recruiter (Contract)***

***May 2019 –***

***August 2020***

- Client owner and full life cycle recruiter for the Venmo business unit under PayPal responsible for delivering 5+ hires per month of senior engineering talent
- Partner with Hiring Managers and teams to advise on strategy and interviewing process while contributing to short and long term workforce planning
- Crafted customized reporting to hiring partners to track metrics of ongoing pipelines and sourcing strategy
- Champion diversity within hiring strategy targeting 50% hires of underrepresented minority groups
- Provide guidance to sourcing team to assist in their calibration on current searches and pipeline efforts
- Focus on the areas of Backend - Fullstack - Front End Engineering, PaaS, Program and Product Management, Engineering Leadership, Mobile Development and Infrastructure
- Drive urgent recruiting needs in additional business units like Hyperwallet (Vancouver) and Braintree

#### **ZS Associates – Evanston/Chicago, IL**

##### ***Sr. Technical Recruiter***

***June 2018 –***

***April 2019***

- Led the efforts for North American Big Data, Data Science and Data Management full life cycle recruiting
- Developed overall strategy for sourcing and revised interview processes for Big Data practice areas
- Evaluated success of existing recruiting activity against system data and prepared presentations for internal

stakeholders

- Conducted internal training for recruitment team on advanced sourcing techniques
- Cross trained team members on technical recruiting to manage resources and efforts towards key initiatives
- Acted as point of contact for a task force designed to develop a strategy for the recruitment and retainment of high level engineering roles

**Facebook – Chicago, IL**

**Technical Sourcer**

**November 2017 –**

**June 2018**

- Strategize different ways to build talent pipelines for Data & Analytics team and Data Science organization with an emphasis on diverse and underrepresented minority candidates
- Execute on tactical research and talent mapping for specified geographical regions to assess talent pool
- Engage passive candidates through traditional and alternative sourcing techniques and demonstration of business acumen
- Screen and interview candidates to evaluate their experience against the criteria of the role and compensation expectations
- Recommendation of qualitative projects and implementation of improvements to increase the quality of candidate experience
- Adhere to aggressive metrics to drive a high volume of candidates through the process and maintain the top of the funnel

**Relativity (Formerly kCura) - Chicago, IL**

**Technical Recruiter**

**August 2016 – November 2017**

- Converted from Contract Sourcer within 2 months and promoted to Recruiter in May 2017
- Led the development of a scalable sourcing strategy and processes for newly formed team in an effort to engage passive talent which has resulted in a 11% increase of sourced hires
- Focused on the outreach and engagement of highly skilled product engineering professionals while negotiating complex compensation packages including equity, relocation, and other benefits
- Partnered with hiring managers and current employees to develop an aggressive referral program and targeted sourcing strategy
- Sourcing candidate pipeline through the use of multiple creative and traditional techniques to utilize all available resources and tools
- Acting as brand ambassador at several employer events
- Building and documenting competitive intelligence for key markets

**KPMG – Chicago, IL**

**Experienced Hire Recruiter**

**August 2014 to August 2016**

- Lead for the recruitment and delivery of a national strategic growth initiative in the Data Analytics practice with 44 hires in my first year and 45 hires in my second year
- Develop and execute comprehensive talent acquisition processes with various internal stakeholders within practice leadership (ie hiring managers)
- Generate qualified candidate pool through multiple sourcing channels of both active and passive candidates
- Serve as the point of contact for internal clients to review performance of current hiring goals
- Facilitate weekly update calls for practice leadership to establish urgent needs and audit recruitment strategy
- Served as a Transition Manager for two major acquisitions
- Adhere to OFCCP and EOE guidelines as determined by the US Department of Labor

**Tech USA – Chicago, IL****Professional IT Recruiter****July 2012 to August 2014**

- Involved in full life cycle technical recruiting for numerous fortune 500 companies
- Filled over 29 high level IT roles in 2013 resulting in over \$800,000 in revenue
- Focused on skill sets within both Software Development, Hardware Design and Infrastructure
- Develop relationships with client's Hiring Managers to discover hiring needs and qualify candidate requirements for the most accurate placement possible
- Exceed metrics standards to maintain high activity and gauge market trends
- Source candidate resumes from social media and open web searches using AIRS techniques through Google or direct sourcing
- Continuously source a pipeline of candidates and foster mutually beneficial relationships while fully understanding candidates' interests and situations to cater to their career goals
- Use candidate pipeline to quickly reply to clients' VMS requests and proactively submit based on skill sets

**Adams Outdoor Advertising – Peoria, IL****Account Executive****August 2011 to April 2012**

- Specialized in new business acquisition by communicating the power and potential of the outdoor advertising medium
- Maintained several existing accounts to maximize the efficiency of ad campaigns in conjunction with specific budgets
- Scheduled appointments with prospective advertisers through different networking practices and cold calls
- Communicated advertising objectives and descriptions of audiences to art director to produce effective ad copy

**Qdoba Mexican Grill – Peoria, IL****Marketing Manager****June 2009 to August 2011**

- Developed creative and innovative marketing campaigns through advertising, promotion and charitable function for three Qdoba franchise stores
- Advertising campaigns included outdoor advertising, social media, email, radio and television
- Tracked promotions via online system to produce quantitative and factual data for analysis

**Event Marketing Specialist****December 2008 to May 2009**

- Executed plans for building brand awareness through special events
- Supported existing products and marketing strategy during sports sponsorships
- Measured success of events while tracking current promotions

**EDUCATION**

Northwestern University, Evanston, IL 2020  
Fullstack Web Development Program

Depaul University, Chicago, IL 2016  
Continuing and Professional Education – Professional in HR Certificate Program

Bradley University, Peoria, IL 2009  
Bachelor of Science in Business Management