

## MATTHEW ESTES

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**Portfolio:** [matthew-estes.github.io/my-portfolio](https://matthew-estes.github.io/my-portfolio) | **GitHub:** [github.com/matthew-estes](https://github.com/matthew-estes)

### SUMMARY

Aspiring **Software Developer** with a proven track record of delivering innovative, full-stack web applications and streamlining workflow solutions. With hands-on experience in JavaScript, Python, React, and Django, I excel in building responsive web applications and developing scalable, secure back-end systems. My background in strategic recruitment equips me with strong communication, leadership, and project management skills, allowing me to effectively collaborate and adapt in fast-paced environments. Eager to apply my skills and experience in a developer role to contribute to cutting-edge solutions and drive business success.

### EDUCATION

- **General Assembly** | Full-Stack Software Engineering Certificate
- **St. Lawrence University** | B.A. Economics

### TECHNICAL SKILLS

- **Languages:** JavaScript, Python, HTML, CSS
- **Frameworks & Libraries:** React.js, Express.js, Node.js, Django, Flask
- **Databases:** MongoDB, PostgreSQL
- **Tools & Platforms:** Git, VS Code, Heroku, Postman
- **APIs & Data:** RESTful APIs, JWT
- **Project Management:** JIRA, Trello

### PROJECTS

**CaseLawg** | [View Code](#) | [View App](#)

A full-stack case management system designed to streamline workflows for legal professionals, built in collaboration with a General Assembly cohort member and a former attorney.

- **Technologies Used:** Django (Python), PostgreSQL, JavaScript, Bootstrap, HTML, CSS
- **Key Features:** Secure user authentication, full CRUD functionality for managing cases and tasks

**TaskRabbit** | [View Code](#) | [View App](#)

A task management application that enables users to organize, prioritize, and efficiently manage tasks to improve productivity.

- **Technologies Used:** Node.js, Express.js, MongoDB (Mongoose), HTML, CSS, JavaScript, EJS
- **Key Features:** Secure user authentication with full CRUD functionality, task categorization and prioritization, responsive design

**Crowdfunly** | [View Code](#) | [View App](#)

A full-stack MERN application designed for creating, managing, and contributing to fundraising campaigns, built in collaboration with two General Assembly cohort members.

- **Technologies Used:** JavaScript, MongoDB, Express.js, React, Node.js, Stripe, JWT, bcrypt, CSS
- **Key Features:** Secure user authentication with full CRUD functionality, campaign management, and Stripe integration for seamless payment processing

### PROFESSIONAL EXPERIENCE

**Senior Sourcer** | **BNY Mellon** | New York, NY | Sept. 2018 – Nov. 2023

- Generated \$4M+ in cost savings by directly sourcing highly specialized candidates, reducing reliance on external agencies.
- Achieved a 70% interview-to-submission ratio through thorough candidate assessment and alignment with BNY Mellon's culture.
- Developed sourcing strategies in collaboration with hiring managers and recruiters to ensure optimal talent acquisition.
- Provided strategic insights on market trends, salary benchmarks, and talent distribution to senior stakeholders, driving recruitment decisions.
- Expanded diversity in hiring, resulting in 40% of placements being diverse hires annually.
- Leveraged platforms like LinkedIn Recruiter, SeekOut, and Talent Neuron to engage passive candidates across industries.
- Co-developed and implemented "Source Code," a UTM-based process delivering actionable ROI data on recruiting campaigns globally.

**Senior Consultant** | **Harrington Starr** | New York, NY | 2017 – 2018

- Launched and led a recruitment vertical focused on software/web development, expanding client reach within the financial services sector.
- Established relationships with hedge funds, proprietary trading firms, and consultancies to develop tailored recruitment solutions.
- Managed the entire recruitment lifecycle, including sourcing, interviewing, background checks, and salary negotiations.
- Recognized as Newcomer of the Year for exceptional performance and client satisfaction.

**Senior Technical Recruiter | Addison Group | New York, NY | 2016 – 2017**

- Specialized in full-desk IT recruitment for direct hire positions, driving business growth across the Greater New York area.
- Generated new business through referrals, leads, and cold calling, significantly expanding the client base.
- Collaborated with colleagues across divisions for cross-selling opportunities, driving revenue growth.

**Recruiting Manager/Account Executive | Robert Half Technology | New York, NY | 2014 – 2016**

- Led the growth of a new team within the Wall Street branch, initially focusing on short-term/contract engagements for clients in Lower Manhattan and Brooklyn; became a Recruiting Manager after first year, which entailed full desk recruitment and a broader territory.

**Retail Sales Associate | Omega SA | New York, NY | 2013 – 2014**

- Exceeded sales targets by building strong client relationships through exceptional customer service.
- Enhanced client retention by maintaining detailed customer information and correspondence.
- Selected to represent Omega at the 2013 PGA Championship for outstanding sales performance.

**Account Executive | Sun Life Financial | New York, NY | 2007 – 2012**

- Cultivated new and underutilized relationships with local and international brokerages, expanding business opportunities.
- Managed a profitable multimillion-dollar book of business, driving revenue and client growth.
- Optimized financial performance by managing expense budgets and ensuring profit levels were met.

**Account Executive | The Hartford | New York, NY | 2006 – 2007**

- Developed new business opportunities from an underpenetrated territory, increasing revenue streams and market presence.
- Fostered productive internal relationships with underwriting and claims departments, driving collaborative efforts to better serve clients.