

Phillip Franco

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[LinkedIn](#) [Github](#) [Portfolio](#)

Web Developer with a strong foundation in Javascript. Recently completed an intensive Web Developer bootcamp to enhance my full stack skills, following a valuable tenure at Meta.. Eager to bring my expertise and passion for web development to a forward-thinking team.

Professional Experience

META PLATFORMS (FORMERLY FACEBOOK), LONDON

JANUARY 2022-JUNE 2023

Senior Technical Recruiter, General Software Engineering

- Supported senior level hiring of software engineers across Europe, Middle East, and Africa
- Provided 6 week in-depth training for the wider org for 30+ recruiters for senior hiring practices, including technology training, candidate engagement, shadow calls, shadow reviews, and how to interpret coding, design and behavioral feedback for best hiring practices
- Mentored 7 recruiters; 7/7 meeting or exceeding their goals during their tenure
- Partner with new multiple recruiting managers to help onboard to Meta, partner with recruiting team and show best practices

META PLATFORMS (FORMERLY FACEBOOK), SEATTLE

JANUARY 2020-DECEMBER 2021

Senior Technical Recruiter, ETR,

- Supported hiring of E4/E5 software engineers across Seattle, Menlo Park, New York, Los Angeles, Boston and Washington DC
- 1 of 5 core members to train, developer and grow team from 5 to 60+ in 2021
- Supported product, systems and Android pipelines
- Lead and created closing process for Android ETR, as well as partnered with intern team to plan and build their process
- Achieved ~300% of goal in H1, 2021

FACEBOOK, SEATTLE

FEBRUARY 2018-2020

Technical Sourcer, General Software Engineering

- Sourcing for senior level product and infrastructure engineers for Seattle
- Mentored multiple Sourcers, formally and informally
- Held site trainings for response rates and funnel metrics, as well as LinkedIn sourcer training
- Data POC for immediate team to discuss metrics for progress to goal in weekly site meetings
- Completed “Sourcer to Closer” program with recommendations to move into role from lead. Closed (and sourced) my first diversity candidate in H2, 2019
- Leverage data reports to guide current hiring practices and influence future sourcing strategies

AMAZON, SEATTLE

AUGUST 2016-2018

Technical Recruiter, Delivery Experience

- Recruit senior level software engineers, technical program managers and software development managers using various sourcing strategies
- Lead sourcing efforts for two international events: Mexico (24-candidate event) and South Korea (48-person event). Also participated in sourcing events in Germany and Austria
- Hosted/conducted multiple cross organization sourcing trainings for our main sourcing/recruiting platform
- Conduct intake meetings with engineering managers to provide the right interview processes and ensure we are understanding our technology and hiring needs
- Improved interview calibration of engineers through data reports, comparing correlation of incline votes to offer ratios
- Leverage data reports to guide current hiring practices and influence future sourcing strategies

FLEXASOFT, REDMOND

2015-2016

Technical Recruiter

- Managed and maintained all hiring needs and client relationships for our video game test branch

VARIOUS ROLES, SEATTLE AREA

2006- 2015

Projects

OHANA SPORTS LLC, SEATTLE

JANUARY 2024-PRESENT

Full Stack Web Developer

- 1 of 2 developers to create Ohanasportsllc.com from scratch.

MAPTY , SEATTLE

DECEMBER 2023-JANUARY 2024

Front-end Web Developer

- Built a web app to enter, display, and track workouts on a map

PHILCAMP, SEATTLE

JUNE2023-SEPTEMBER 2023

Full Stack Web Developer

- Built a Yelp like application to create, read, update and destroy campgrounds, and display them on a global cluster map

Education

Washington State University

Bachelor of Arts Degree, Strategic Communications

2013

Bellevue College

Academic Associate's Degree, Arts and Sciences

2011

Volunteer Activities/Certifications

AWS Cloud Practitioner

- Passed the official certification in November of 2023

Food Lifeline

- Holiday season volunteer – fulfillment center worker. Sorted foods etc.

2016

TEFL Certification (Teach English as a Foreign Language)

- Implemented situational and cultural problem solving, communication, and teaching techniques

2015

ATVP (Alternatives to Violence in the Palouse)

- Issued campaign proposal, timeline and rationale
- Tested multiple hypotheses to extend ATVP's reach to the Greek community, using quantitative (survey) and qualitative (focus groups) research analytics
- Identified and created situational analysis, target publics, problem statement and opportunity for ATVP

2013

PRSSA (Public Relations Student Society of America) member

Volunteered in the student center to promote various PRSSA events and recruit other students

2012