

Shawnte' Arrington

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Los Angeles, CA

OBJECTIVE

- Align my strengths with an organization in which my business acumen, tech know-how, leadership, and performance-driven work ethic will ignite a company's market share

APTITUDES

- Ability to quickly assimilate, simplify, and convey complex information
- Willingness to stretch and grow into new and challenging roles
- Technically adept with an affinity for efficiency and design
- Passionate about process improvement and people—specifically empowerment, knowledge-sharing and collaboration
- Knack for planning, management, research, diplomacy, pattern recognition, problem solving and autodidacticism

TECH PROFICIENCY

Frontend	HTML, CSS, Javascript, jQuery, Bootstrap, Sass
Backend	JAVA, Python, PHP, Bash Shell/Scripting, CodeIgnitor, React SSR
Version Control	Git, Github
Package Managers	npm, Homebrew, Yarn, Bower
Dependency Mgrs.	Composer, Gradle, Cocoapods, Maven
Build Tools	Gulp, Webpack
API	RESTful and SOAP APIs
Web	Responsive design, Cross-browser compatibility, Forms, Email Templates, Sockets, HTTP, FTP, SSL, cURL, AJAX, DNS
Mobile	iOS (Swift) and Android, Third party SDKs, Universal/DeepLinks
IDE	Xcode, Android Studio, IntelliJ IDEA, Eclipse, PhpStorm, NetBeans
Design Patterns	MVC, OOP, ORM, TDD, Structural and Behavioral Design
Server	Node.js, macOS, Linux, Ubuntu, Apache, MAMP, AWS (RDS, EC2), Heroku, Docker, Tomcat, NGINX, VirtualBox, SSH
Database	PostgreSQL, MySQL, MongoDB
Third Party Apps	Salesforce, Marketo, JIRA, SendGrid, PhoneGap, Mixpanel, Tableau, Appsee, Greenhouse, Appsflyer, Dropbox, Bootcamp, Parallels, VMWare, ADP, SilkRoad, Zendesk, Mindbody, Slack
CMS	WordPress, Business Catalyst

EXPERIENCE

Feb 2019 - Present: **Freelance Consultant**

- Provide technical and marketing consultations to small business owners to determine technical needs, brand identity, app requirements and budgetary constraints

Feb 2017 - Jan 2019: REME, Santa Monica, CA

Head of Research & Development - Dec 2018 - Jan 2019

- **Web & Mobile Development** - Integrations: Apple Pay for iOS and React web app, Zendesk Chat for WordPress site and React web app, Apple Business Chat

- **Leadership** - Structured brand new department; Provided direction, coaching and support for QA Specialist and Data Scientist in training; Mentored upper management on leadership, employee relations, and best HR practices
- **Research** - Analyzed evolving app features wishlist; Researched, determined feasibility, and conveyed deliverables for each component in alignment with company roadmap

Lead Software Developer - Feb 2018 - Nov 2018

- **Web & Mobile Development** - Oversaw updates and documentation of applications; Conducted each stage of SDLC for new features and applications; Implemented email marketing campaigns and evolved analytics strategies; Integrated and built bridges between multiple third party applications for seamless data sharing between platforms; Resolved pressing bug fixes; Implemented new features for website and web app using React, Built custom Wordpress blog for website
- **Leadership** - Attended tech conferences and events; Provided direction, support, and solutions to team; Conducted code reviews and QA, Mentored upper management on leadership, employee relations, and HR best practices
- **Talent Acquisition** - Composed technical job descriptions, sourced candidates, and conducted technical interviews

Digital Architect - Feb 2017 - Feb 2018

- **Web & Mobile Development** - Provided front and back-end support, maintenance and documentation for web and mobile applications; Conducted each stage of SDLC for new backend web applications; Acquired new languages, frameworks, and design patterns as needed; Coded, debugged and deployed applications; Researched, analyzed, and implemented business solutions, including third-party software; Offered guidance and facilitated strategic meetings with staff and management; Maintained databases and integrated third-party APIs and SDKs; Monitored server performance; Translated designs into web forms and email templates; Worked closely with external departments to design technical flows, integrate tracking tools, provide training on new tools and reports to meet data-driven needs, Migrated company website from Business Catalyst to GoDaddy

Feb 2016 - Jan 2017 - Freelance Developer and Volunteer

- Provided consultation; Revamped websites; Configured CMSs

Oct 2015 - Jan 2016: Coding Dojo, Burbank, CA - Full-Stack Web & Mobile Dev

- **Web & Mobile Development** - Built and deployed applications using LAMP stack and iOS; Conducted all stages of SDLC for app development; Engineered databases and integrated third-party API's; Created simple algorithmic solutions to complex problems; Installed and configured operating systems; Provisioned servers; Engaged in code review, peer coding and bug fixes

Feb 2014 - Oct 2015: American Solar Direct, Santa Monica, CA

Systems & Compliance Manager, Human Resources

- **Leadership** – Managed and mentored an HR and Payroll staff of 6; Assessed workloads and delegated tasks; Conducted regular 1-on-1's with team to assist with time and project management, setting priorities, and offer constructive feedback; Oversaw employee onboarding and terminations; Streamlined HR and Payroll processes
- **Systems** - Researched and implemented new systems to increase company-wide efficiency; Performed gap analysis; Established and maintained data feeds; Coordinated demos for key stakeholders; Partnered with upper management to deliver systems training to staff; Stayed abreast emerging HR technologies; Migrated HRIS from ADP WFN v2.1 to v8.0

- **Compliance** - Maintained up-to-date knowledge of employment law; Published policies and programs; Collaborated with in-house counsel to interpret and apply new legislation; Directed HR Specialists regarding compliance practices; Orchestrated audits; Reconciled and approved vendor invoices
- **Culture** - Revamped company culture by developing culture statement and values, promoting culture initiatives, mapping performance management, hiring, and separation practices to values, continuously enhancing the employee experience, perks and benefits and leading efforts to design new and existing office spaces
- **Recruiting** - Well-versed in behavioral interviewing, recruiting best practices, and creative negotiation; Overhauled candidate and new hire experiences; Implemented applicant tracking (OpenHire) and onboarding (RedCarpet) systems and the integration of the two with internal HRIS (ADP Workforce Now 8.0)
- **Employee Service** - Resolved employee/management inquiries, issues and requests; Coached managers on compliance and employee relations
- **Project Management** - Managed highly visible initiatives from start to finish
- **Benefits** - Provided high-level oversight of benefits; Devised and rolled new benefits to employees; Strategized company-wide benefits initiatives and assessed financial impact; Conducted benchmarking research and drafted proposals; Stayed abreast ACA developments

Sept 2009 - Dec 2014: Lé D Clothing, Inc., Los Angeles, CA - **Co-founder/CEO**

Aug 2009 - April 2012 - Media Temple, Culver City, CA

Human Resources Manager - Nov 2011 - April 2012

Human Resources Generalist - July 2010 - Nov 2011

Senior Billing Representative/Team Lead - Aug 2009 - July 2010

April 2009 - Aug 2009 (Seasonal): California Aquatics, Seal Beach, CA - **Administrative Asst**

June 2007 - April 2009: Rite Aid Corporation, Beverly Hills, CA - **Pharmacy Clerk/Technician**

Dec 2007 - Jan 2009: Department of Neurology, USC, Los Angeles, CA - **Research Technician**

Jan 2007 - Dec 2007: HSBC, Household Finance, Sherman Oaks, CA - **Operations/Sales Mngr**

CAREER DEVELOPMENT

Software Engineering

Coding Dojo, Lynda.com, Stack Overflow, Udacity, Tech Events, MIT OpenCourseWare

Leadership, Business, Project and HR Management, Payroll, Employment Law

SHRM, American Management Association, Lorman Education Services, National Seminars Training, Fred Pryor Seminars

EDUCATION

2015-16 Certificate of Completion - Coding Dojo (Software Engineering Immersion)

2007-09 Pre-med - Los Angeles City College District

2005 BA, Visual and Performing Arts - West Chester University of Pennsylvania

2004-05 National Student Exchange Program - Cal State University, Los Angeles

UNIVERSITY RECOGNITION & ENGAGEMENT

2001-05 Chemical Engineering - Board of Governors Science and Technology
Scholarship; Black Student Union

2003 Dean's List - West Chester University of Pennsylvania

2001-02 Captain - Women's Intramural Basketball, Season Champions