

TATYANA A. ARAYA

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DEI PROJECT MANAGER | TECHNICAL SOURCER

A strong Sourcer & Project Leader with extensive organizational and interpersonal skills, soliciting feedback and developing effective internal DEI programs that promote cultural competency and awareness.

Project Management | Program Management | HTML, CSS, and JavaScript (Beginner) | Diversity, Equity, & Inclusion (DE&I)
Diversity & Change | Sourcing & Recruitment | Organizational Leadership | Process Improvements |

PROFESSIONAL EXPERIENCE

Meta (Facebook) | Seattle, WA

06/2021 – 11/2022

Leadership Sourcer

Helped drive the company's recruitment strategy with a specific focus on equity, diversity, and inclusion as a Diversity Change Champion. This included: facilitating bi-weekly training sessions, reviewing metrics, and working with engineering leadership to analyze the data, and pipeline trends and discuss obstacles, insights, and recommendations to hold pipeline teams accountable.

- Identified, screened, and matched Engineering Manager candidates to open roles across various sites, resulting in exceeding hiring targets by 36% on my first performance cycle.
- Collaborated with DEI Program Managers, Operations, Legal, Marketing, and Internal Communications to execute internal Global diversity events (~4K attendees). Responsible for managing production, including scheduling, coordination, and supporting day-of management.

Google | Seattle, WA

07/2019 – 05/2021

Technical Sourcer (Contract)

Prioritized Google's DEI initiatives through inclusive sourcing and facilitating learning sessions and trainings to ~40 Staffers. Supported multiple clients across Seattle, Los Angeles, and Irvine by providing curated candidate pipeline, group sourcing sessions, and tailored hiring strategy.

- Co-Led a three-part book club session with author and diversity advocate Minda Harts that attracted ~500 Google Employees.
- Provided a white glove candidate experience resulting in a 100% Overall Experience with a Staffer Satisfaction rating.
- Elected as "Social Impact Pillar Lead" for Women at Google Washington Employee Resource Group.

Tableau Software Inc. | Seattle, WA

05/2018 – 07/2019

Associate Recruiter

Partnered with senior team members to support end-to-end recruiting for the Operations organization by working with candidates at each stage of the recruiting process, including offer and final close out. Maintained Applicant Tracking Systems (Taleo & Workday) to ensure timely and accurate data & workflow status.

- Tapped by the Director of Recruiting to participate in special projects, including employee referral parties, office tours, interview preparations, job fairs, and onsite and offsite college campus recruiting events.

Aston Carter | Bellevue, WA

08/2017 – 05/2018

Technical Recruiter

Led full lifecycle recruiting supporting over 15 clients in a competitive and fast-paced environment.

- Obtained "World Class Voice of the Customer" recognition from candidates and clients.
- Promoted to an internal recruiter within five months by consistently exceeding monthly quota.

EDUCATION & CREDENTIALS

Bachelor of Science (BS), Management and Global Business – Rutgers Business School, New Jersey

SheCodes Front-End Developer | Google Project Management | LinkedIn Learning Diversity Recruiting Certificates

VOLUNTEER EXPERIENCE

Association of Latino Professionals For America (ALPFA) – Seattle Chapter

Vice President of Events

- Create and deliver a robust calendar of events that span across professionals, students, sponsors and community interests.
- Assemble a team focused on creating unique and lasting value to our members and community.