

TATYANA A. VENANZI

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SELF-TAUGHT DEVELOPER | TECHNICAL SOURCER

With a year of self-learning, I've mastered coding in Swift, Python, Java, and JavaScript, ready to tackle complex challenges. While my background in technical sourcing has equipped me with strong organizational and interpersonal abilities, it's my coding proficiency and enthusiasm for creating impactful tech that I'm excited to bring to the Airbnb Connect apprenticeship.

SKILLS

Entry-Level Coding | Technical Sourcing & Recruitment | Process Improvements |
Project Management | Diversity, Equity, & Inclusion (DE&I) | Event Planning |

SOFTWARE & PROGRAMS

HTML, CSS, Python, Swift, Java, and JavaScript | Github | Netlify | Replit | React | Xcode | Visual Studio Code |
Sandbox | Microsoft Suite | Asana | Trello | LinkedIn Recruiter | SeekOut | TripleByte | Workday |

PROFESSIONAL EXPERIENCE

City Paws LLC | Seattle, WA

08/2023 - Present

Founder

- Started CityPaws LLC a successful e-commerce store that sells eco-friendly pet products/apparel that donates a large percentage of profits to animal shelters/ organizations.

Macy's Inc. | Seattle, WA

09/2023 – 12/2023

Seasonal Field Recruiter (Contract)

- Responsible for recruiting and generating applicant traffic for contract and full-time positions for Macy's stores and corporate roles. Increased applicant traffic by 52%, and helped fill 298 roles in 4 months.
- Collaborated with stakeholders to develop talent acquisition strategies, resulting in a 10% increase in candidate satisfaction.
- Created and coordinated over 15 in-person and virtual job fairs to network with potential candidates and secure individuals interested in employment with Macy's.

Career Break

12/2022 - 08/2023

- Took time off to travel with my husband through the Caribbean, soaking up the culture, history, and amazing food, which broadened my perspectives and improved my ability to connect with people from all walks of life.
- Temporarily moved to sunny San Diego for 7 months due to my husband's government orders.

Meta (Facebook) | Seattle, WA

06/2021 – 11/2022

Leadership Sourcer, Specialized Technology (Laid-off)

- Sourced and matched top engineering candidates, exceeding hiring targets by 50%. Improved team productivity and contributed to company growth.
- Increased engineering diversity by 20% through DEI initiatives as Diversity Change Champion, fostering diverse candidate pools.
- Collaborated with cross-functional teams to execute global diversity events with 4K attendees, promoting inclusivity and attracting diverse candidates.

Google | Seattle, WA

07/2019 – 05/2021

Leadership Technical Sourcer

- Implemented global recruiting strategies to achieve 100% hiring targets in the 1st cycle and exceeded by 36% in the second and 43% in the third cycle.
- Provided a white glove candidate experience resulting in a 100% Overall Experience with a Staffer Satisfaction rating.
- Prioritized Google's DEI initiatives through inclusive sourcing and facilitating learning sessions and training for 40 staff.

Tableau Software Inc. | Seattle, WA

05/2018 – 07/2019

Recruiting Associate

- Led full-cycle recruiting process for high-volume requisitions, resulting in an 80% fill rate.
- Maintained ATS Taleo & Workday to improve workflow status, resulting in 100% accuracy of candidate data.
- Coached and mentored junior members of the global recruiting team, resulting in improved processes and increased efficiency in the recruitment lifecycle.

Aston Carter | Bellevue, WA

08/2017 – 05/2018

Technical Recruiter

- Led full-cycle recruiting supporting over 15 clients in a competitive and fast-paced environment.
- Achieved 100% of monthly hiring targets, was recognized as a top-performing recruiter, and was promoted within 2 months.
- Obtained World Class Voice of Customer recognition from candidates and clients.

EDUCATION & CREDENTIALS

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

SheCodes Front-End Developer | Codecademy - Learn Swift, Python 3, and Java Certificates

Google Project Management | LinkedIn Learning Diversity Recruiting Certificate

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 professionals, students, sponsors, and community interests.
- Assemble a team focused on creating unique and lasting events for our members and community.