

## Michael Dorame

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### PROFESSIONAL HIGHLIGHTS

- Experienced Diversity Recruiter finds, evaluates, hires and retains talent focused on Technology, Media, Consumer Packaged goods, Retail, Game and Food markets with an average of 25-45 job requisitions and 5 to 10 hires per month. Brand-recognized companies include Vacasa, Rodan + Fields, Avast, Impossible Foods, Just Egg, Amazon, Nike, Under Armour, Warner Bros. Discovery: HBO Max & WB Games and Pacific Seafood.
- Direct Sourcing increased production by 75% using Boolean searches, passive candidate tools like Entelo, Phenom, Lusha, LinkedIn Recruiter, SeekOut, referrals, user groups, meetups, and social media campaigns
- Talent Acquisition Management including Onboarding, Training and Development, Career Coaching, and Employee Engagement programs increased and retained Workforce Capital and Production by 65%.

### BUSINESS MARKET AREAS

- Technology: Software Engineering (Lead, Senior, Manager, Director, CTO), Sales Engineers, Quality Assurance Engineers, Information Technology (Systems Admin, Site Reliability, Desktop, DevOps, IT Manager/Directors, Architects, DBAs, Project Managers) Platforms: Python, Java, JavaScript, Ruby, C++, SQL, HTML, PHP, CSS)
- Media (TV, Streaming, Game, Motion Pictures, Live Operations) Producers, Editors, Directors, Writers, Master Control, Engineers (Transmission, Master Control, Software, QA, Hardware, Director of Photography), Creative (UX/UI, Animation: Combat/Facial/Environment/Virtual, Stop Motion/3D), Marketing (Product, Brand, Social Media, Strategy), Sales and G&A
- Food: Scientists, Plant Biologists, Chemists, R&D, Culinary Chefs, Marketing (Brand, Product, Social Media, Strategy), PR, Supply Chain, Food Sourcing, Operations, Customer Service, Sales and G&A
- Retail: Marketing (Product, Brand, Strategy, Consumer Insights, Social Media), PR, Merchandising, Planning, Production, Sales, Engineering (Software), Creative (UI/UX), Technology (DevOps, IT), Customer Service and loyalty), Sales and G&A

### WORK EXPERIENCE

#### Amazon, San Francisco, CA, Associate

2023 - Present

- Provide customer service for an Amazon customer service Locker located within Whole Foods retail stores, which includes front desk, packaging, receiving return sales items, POS, report writing, supply chain, staffing activities, training and customer service

#### Private Client, San Francisco, CA, Private Client, Sourcer

2023

- Direct sourcing, screening, applicant tracking, time-to-fill metrics and pipelining projects
- Key Markets: Software Developers/Engineers, Sales, Product, IT and G&A, All exempt levels Reason for leaving: Contract ended

#### Pacific Seafood, Portland, CA, Recruiter

2022 - 2023

- Full-cycle recruiting from sourcing, screening, interviewing, extending and managing the offer process with a focus on diverse candidates across Oregon, California, and Washington regions
- Key Markets: Cyber Security Engineer, Systems Engineer (+ senior), SAP developer, SAP functional lead, salesforce developer (+Sr), solution architect, cloud engineer, QA engineer, Business Analyst, junior/senior site reliability, software developer, senior. software developer. All hourly and exempt positions. Reason for leaving: relocated to San Francisco

#### Warner Bros. Discovery: Remote, Technical Recruiter

2022

- Full-cycle recruiting which included direct sourcing, screening, applicant tracking, diversity campaigns, managing offers and onboarding for HBO Max and, WB Games like Hogwarts Legacy, Wonder Woman, Game of Thrones: Conquest, Multiversus, Mortal Combat
- Key Markets: UI/UX designers, artists, game designers, DevOps managers, product managers, art directors, cyber security engineers, systems engineers (+ senior), salesforce developers, solution architects, cloud engineers, QA engineers, business analysts, site reliability engineers, software developers and IT. All exempt positions. Reason for leaving: Contract ended

**Clients: Nike and Under Armour, Portland, OR, Recruiter**

**2021**

- Full-cycle recruiting from sourcing, screening, interviewing, and managing offers for retail, sports, food and technical clients in the Portland and San Francisco markets
- Key Markets: Marketing, Supply Chain, Merchandising, Creative and Product. All levels. Reason for leaving: Contracts Ended

**Amazon - San Francisco, CA, Associate**

**2019 - 2020**

- Provided customer service, fulfillment, recruiting, onboarding, and training for warehouse, drivers, and shoppers for Whole Foods stores. Reason for leaving: Seasonal period ended

**Eat Just - San Francisco, CA, Talent Acquisition Specialist**

**2017 - 2018**

- Managed talent acquisition function for a food startup that created “Just Egg” and other plant-based products, including headcount planning, job descriptions, direct sourcing, strategy, screening, training, onboarding, ATS, employee engagement, coaching management on interviewing techniques, diversity and inclusion, retention strategies and performance management
- Key Markets: Creative, Product, Supply Chain, Food Science, R&D, Regulatory, Sales, QA, Marketing, G&A. All exempt positions. Reason for leaving: Layoff

**TECHNICAL SKILLS**

- Applicant Tracking Systems: WorkDay, Lever, Greenhouse, Bamboo, Jobvite, SAP Success Factors, Taleo, ICIMS, UKG UltiPro, JazzHR, Indeed, Bullhorn, Smart Recruiters, Taleo, Workable
- Sourcing Tools: Gem, Phenom, LinkedIn Recruiter, Hiretual, SeekOut, and Avature

**EDUCATION**

Butte College, Chico, CA - Major: Communications