

STEVEN AMBROSI

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PROFESSIONAL EXPERIENCE:

Currency – Santa Monica CA

December 2019- Present

Head of Technical & Executive Recruiting – Brand & Strategy

- Lead all technical & executive search
- Manage programs across talent acquisition bridging the gap between marketing, business and talent acquisition
- Manage all recruiting & team events in and out of office (Hack-a-thons, recruiting events, etc)
- Constantly benchmark compensation and equity
- Build out intern program for 2020 (business & engineering)
- Manage recruiting platforms, social media presence and online brand (Glassdoor, BILA, etc)

Currency – Santa Monica CA

January 2019-December 2019

Senior Technical Recruiter

- Partner with CTO & CEO directly to drive hiring initiatives across all of R&D
- Built out entire ATS (Greenhouse) process and integrated with organization – Following this we have transitioned to Lever and followed same integration plan.
- Hired 25 candidates across R&D, YTD
- Exceeded Q1, Q2, Q3 & Q4 OKR's
- Drove initiative to restructure org chart for R&D and built out yearly budget with finance team
- Implemented recruiting strategy for all of recruiting (intake meetings, interview Sync's, candidate feedback, hiring manager training) – Built out candidate experience and helped company make organizational shift successfully
- Built out engineering onboarding program for new hires

Procore Technologies – Carpinteria, CA

Dec 2017-January 2019

Senior Technical Recruiter

- Partner directly with Head of Recruiting, Director of Engineering and CTO to execute all hiring needs-- Frontend development (JavaScript – (React/Redux), Backend development (Ruby on Rails, Java, .Net, Python), QA Engineering (Automation/Manual) (AWS)
- Req load increased to leadership and executive searches across R&D
- 52 roles in Tech, 2 sales roles and 1 Sr. recruiter hired to date
- Talent advisor for 4 hiring managers across engineering: managing expectations; challenging their approach; directing them how to scale successfully while keeping ethics and core company values a priority
- Completed and certified in the Procore (Nuts & Bolts) week long management training
- Built out the Procore's furthered learning program for all of talent acquisition

Procore Technologies – Carpinteria, CA

June 2017-Dec 2017

Technical Recruiter

- Partner directly with Head of Recruiting, Director of Engineering and CTO to execute all -- Frontend development (Javascript – React.JS/Redux, Backend development (Ruby on Rails), QA Engineering (Automation/Manual) roles (AWS)
- 24 requisitions filled ranging from Jr. Developers to Senior Principal Architects
- Strategically utilize LinkedIn, networks, cold-calling, Boolean search and research methods to source candidates
- Familiar ATS: Greenhouse and Jobvite, Other tools: LinkedIn, Slack, Docusign, Angelist, Indeed, Etc.
- Spearheaded recruiting for our summer internship program hiring 36 college interns in 3 months

Dollar Shave Club – Marina Del Rey, CA

April 2016-June 2017

Recruiter/ Recruiting Coordinator

- Partner directly with Head of Recruiting to form a consultative relationship with Hiring Managers to understand their needs to attract and bring in top talent (Focus: Tech, UX/UI, Marketing, Member Services, Facilities, Interns)
- Strategically utilize LinkedIn, networks, cold-calling, and research methods to source candidates
- Own and manage multiple intern requisitions from opening to close, and maintain high quality/maximum traction at all times
- Design, implemented and managed DSC's annual summer internship program. Managed the program and recruiting activities within the parameter of the internship budget
- First point of contact for all technology systems, including Jobvite, LinkedIn and Docusign. Gathered requirements from team to identify new tools to support our recruiting process and user experience
- Manage the employee referral campaign and looked for opportunities to enhance the offering to our employees

- Manage social and employment brand content for Glassdoor, BuiltInLa, LinkedIn and other career sites
- Evaluate, run and manage extensive 90 day onboarding program for new hires and existing employees
- Manage recruiting/candidate expense reimbursements as requested
- Create offer letters and new hire packet generation & process candidate relocation requests
- Pull, analyze, and report recruiting data when necessary while maintaining recruiting metrics/dashboard
- Coordinate and set up recruitment events for conventions, job fairs, and recruitment mixers

Gwynedd Mercy University – Gwynedd Valley, PA

Dec 2015-April 2016

University Recruiter / Assistant Track and Field Coach

- Full cycle recruiting process for student athletes
- Manage financial aid budget for student athletes with admissions office/administrators
- Assist head coach with coaching duties
- Coach of long sprint group and hurdlers
- Partnered with all levels of management, coordinated with both staff and faculty

Misericordia University - Dallas, PA

Dec 2012- Aug 2015

University Recruiter / Assistant Track and Field Coach

- Full cycle recruiting of top athletes in the country to build out our program
- Manage budget and recruiting matrix for our team while meeting admission standards and working with admission counselors 1:1
- Partnered with all levels of management, coordinated with both staff and faculty
- Recruited the two largest classes in Misericordia Track and Field history
- Proven motivator and leader with in-depth knowledge of NCAA recruiting process and coaching guidelines
- Built relationships with prospect students
- Coach of 6 National qualifiers (100H, 400, 800, 4x400)

EDUCATION:

Bachelor of Arts in Psychology, Moravian College - Bethlehem, PA