

# LIZZIE LAPONSEY

Long Beach, CA · 562-343-3789 · [l.laponse@gmail.com](mailto:l.laponse@gmail.com)

## PROFESSIONAL EXPERIENCE:

**Emotive**, Senior Technical Recruiter - Los Angeles, CA (Remote)

January 2021 - Present

- Second Technical Recruiter on the team, responsible for hiring across Engineering, Product, QA, Analytics, People and Marketing departments, with the majority falling under Engineering and Product
- Partnered with business leaders and hiring managers to educate on process, interview best practices, and guide informed hiring decisions
- Drove full-cycle recruitment processes including sourcing, screening, interviewing and offer stages for various levels of technical and non-technical talent
- Built pipeline and developed sourcing strategy for high priority roles through a variety of sourcing tools including LinkedIn Recruiter and SeekOut
- Assisted in creating data integrity for cross-functional pipelines and leveraging those metrics to drive hiring decisions and set expectations with partnering business units
- Spearheaded interview training and referral program initiatives and rolled them out company-wide

**Facebook**, Technical Sourcer - Los Angeles, CA

January 2020 - January 2021

- Sourced, engaged, and activated passive candidates through complex boolean searches, LinkedIn, and cold calling
- Maintained pipeline of hundreds of candidates at a time and developed engagement strategy through multiple touch-points
- Guided candidate process from screening to technical interview stage before passing off to Recruiter who took the candidate through the offer stage
- Collaborated on talent mapping project for sourcing teams across Facebook by identifying target companies to reach out to based on geographical location
- Acted as member of culture committee for the LA office and once we moved fully remote; organized in-person and virtual events to support Facebook culture and morale

**FabFitFun**, Technical Recruiter - Los Angeles, CA

February 2017 – January 2020

- First Technical Recruiter hire within the organization, responsible for 126 hires across multiple departments including Engineering, QA, IT, Analytics, Data Science, Data Engineering, Product, Finance & Accounting, Operations, and Warehouse/supply chain with limited agency support
- Managed the full-cycle recruitment process from job description creation to offer negotiation by developing innovative recruiting strategies to build a continuous candidate pipeline with a focus on attracting diverse talent
- Maintained a robust candidate pool through various sourcing methods including but not limited to: cold calling, networking, LinkedIn, ZipRecruiter, Hiretual, external referrals, employee referrals, and hiring events
- Identified and executed hiring events and meet-ups for recruitment and employer branding purposes including HackerX, TechFair LA, TechDay LA, Data Con, USC Start-up Fair, Tech Ladies, and Looker meet-up
- Partnered with hiring managers to define and qualify recruiting needs, review and edit job descriptions, develop recruiting strategy, manage the entire recruiting life-cycle, and negotiate offers

**Eastridge Workforce Solutions**, Senior Technical Recruiter, Newport Beach, CA

July 2016 – January 2017

**CyberCoders**, Technical Recruiter, Irvine, CA

August 2014 – June 2016

## SKILLS:

Proficient in LinkedIn Recruiter, Greenhouse, SeekOut, Hiretual, Microsoft Office, G-Suite

## EDUCATION:

**Arizona State University** Tempe, AZ

May 2014

Bachelor of Arts in History, Minor in Political Science