

# Samuel Wachira

(978) 394-6388 Email: [187swachira@gmail.com](mailto:187swachira@gmail.com)

[GitHub](#) | [LinkedIn](#) | [Portfolio](#)

## SUMMARY OF QUALIFICATIONS

10+ years of experience as a Technical/Engineering Recruiter in Fortune 500 organizations, specializing in Healthcare, Industrial Automation, Clinical Professions, Computer Engineering, Fault Tolerant Systems, and Manufacturing. Proven track record of filling challenging roles in fast-paced environments. Acted as principal liaison in recruitment between executive management, candidates, and key stakeholders. Skilled in sourcing, screening, and fulfilling job requisitions in high-turnover technical fields. Adept at integrating various interviewing methods and selecting top-tier candidates. Expert in developing and strengthening relationships with internal teams, companies, and applicants to quickly fill open technical positions. Proficient in sorting resumes, determining applicant eligibility, and performing skill assessments. Additionally, trained at App Academy, and learned Agile methodologies, peer programming, algorithms, data structures, and full-stack web development.

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## TECHNICAL SKILLS

- **Languages:** JavaScript, Python
  - **Frontend:** React.js, Redux, HTML, CSS, Tailwind CSS
  - **Backend:** Node.js, Express, Flask, WebSockets
  - **Databases:** SQLite, PostgreSQL, Sequelize, SQLAlchemy, Alembic
  - **Version Control:** GitHub
  - **Cloud Services:** AWS S3 Buckets
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## RECRUITING TOOLS

- **ATS Database Management:** Workday, Greenhouse, Brassring, UKG, Smart Recruiter, Applicant ProTracker, CATS, BullHorn, Kenexa
  - **Offer Letter Management:** Docusign, SmartRecruiter, HireRight Background Check
  - **Sourcing Tools:** LinkedIn, HireTual, Simply Hired, Apollo.io, Indeed
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## Projects

### HyperComm, React | Flask

[Live](#) | [GitHub](#)

*Developed a full-stack application for seamless communication inspired by Discord.*

- Engineered custom user authentication utilizing BCrypt Hashing Function on the backend and React Auth Routes on the frontend to ensure secure access control and protect user data.
- Structured and stored data in a PostgreSQL database, creating CRUD routes for channels, servers and reactions
- Implemented real-time communication features utilizing WebSocket.io for instant messaging and live updates.
- Created channel management features within servers, including create, view, update, and delete functionalities using React for dynamic UI updates and Flask for handling server-side logic.
- Collaborated with peers to ensure seamless integration of features, code reviews, and troubleshooting, utilizing Git for version control.

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## EquiFlow, React | Flask

[Live](#) | [GitHub](#)

*Developed EquiFlow, a stock trading simulator.*

- Developed EquiFlow, a stock trading simulator using React for the frontend, Flask for the backend, and PostgreSQL for the database.
- Implemented real-time currency data updates utilizing WebSocket.io, ensuring users receive the latest stock prices and market information.
- Utilized Redux for state management, ensuring efficient and predictable state transitions throughout the application.
- Created responsive and visually appealing graph components using Recharts to display stock performance and trends.
- Implemented features allowing logged-in users to view, create, update, and delete their holdings, using React for dynamic UI and Flask for server-side logic.
- Developed functionality for users to view details of selected securities, purchase them, update purchase amounts, and delete securities from their orders.
- Built watchlist features for users to view, add, and remove securities, utilizing React for frontend interactions and Flask for backend processing.
- Implemented search functionality allowing users to search for securities by name and view search results.
- Developed transaction history features, allowing users to view recent transactions

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## EXPERIENCE

### Profound Logic

*Senior Technical Recruiter (Contract)*

November 2021 - April 2023

- Recruited and hired top technical talent, including Sr. Software Engineers, BA/QA, Technical Project Managers, and Senior AS400/RPG Developers.
- Developed and implemented creative sourcing strategies to attract a diverse candidate pool.
- Managed the full recruitment life cycle, from initial candidate contact to offer acceptance and onboarding.
- Collaborated with hiring managers to understand their needs and prioritize recruiting efforts.
- Conducted phone and in-person interviews, assessed candidate qualifications, and made recommendations to hiring managers.
- Negotiated offers and managed the offer process, ensuring a positive candidate experience.
- Utilized Applicant Tracking System (ATS) to manage candidate data and recruitment workflows.
- Ensured compliance with all relevant laws and regulations governing recruitment and hiring practices.

### Stratus Technologies

*Senior Technical Recruiter (Contract)*

June 2021 - November 2022

- Successfully recruited Lead System Engineers, Software Engineers, Project Development Managers, Support Engineers, Linux Virtualization Engineers, Integration Architects, and Lead Production Managers.
- Enhanced sourcing processes to maximize efficiency and attract high-caliber candidates.
- Developed and executed innovative sourcing strategies to build a qualified and diverse candidate pool.
- Utilized negotiation skills to present job offers and employed closing techniques to secure top talent.
- Provided mentorship and training to fellow recruiters on best practices and recruitment processes.
- Identified and implemented process improvement opportunities, overseeing projects from inception to completion.
- Collaborated with hiring managers to understand their needs and provided guidance on recruitment and hiring strategies.

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## Oracle Cerner

*Senior Technical Recruiter (Contract)*

June 2020 - September 2021

- Recruited Mechanical Engineers, System Engineers, Project Development Managers, Support Engineers, Technical Writers, Product Marketing Managers, and System Architects.
- Established and administered the annual budget with controls to prevent overages and support sustainability objectives.
- Drove the offer process from verbal extension, negotiation, and closing candidates.
- Worked in a matrix management environment with oversight of division directors, supply chain vendors, candidates, and key stakeholders.
- Implemented innovative sourcing strategies to create a qualified and diverse candidate pool.
- Monitored and adjudicated pre-employment screening for all finalist candidates.
- Used Boolean searches on HireTual to develop applicant portfolios for expected openings.

## Discovery Support Services

*Senior Technical Recruiter (Contract)*

April 2019 - June 2020

- Successfully recruited Mechanical Engineers, System Engineers, Project Development Managers, Support Engineers, Technical Writers, Product Marketing Managers, Laboratory Scientists, and Computer Programmers.
- Managed recruitment budgets, ensuring cost control and sustainability.
- Drove offer process from verbal extension, negotiation, and closing candidates
- Led the offer process, including verbal extensions, negotiations, and closing candidates.
- Operated within a matrix management environment, coordinating with division directors, supply chain vendors, candidates, and key stakeholders.
- Implemented innovative sourcing strategies to attract a qualified and diverse candidate pool.
- Conducted pre-employment screenings and ensured compliance with company policies.
- Utilized Boolean searches on HireTual to develop applicant portfolios for anticipated openings.

## Petra Health Care

*Technical Recruiter/HR Manager*

January 2012 - April 2019

- Recruited Directors of Nursing (DONs), RNs, LPNs, CNAs, Administrative Staff, and IT Support personnel.
- Strategically generated a candidate pool through targeted advertisements, applicant credential evaluations, and initial interviews.
- Coordinated with IT team leaders to forecast hiring needs and set departmental goals.
- Tracked candidates throughout the hiring process using the Applicant Tracking System (ATS): Smart Recruiter/Greenday.
- Managed the creation and distribution of offer letter packets via DocuSign.
- Pre-screened resumes before submission to corporate hiring managers and directors.
- Developed a sourcing pipeline to attract top candidates.
- Analyzed consumer reviews and market conditions to optimize recruitment strategies.
- Assisted in the analysis of quarterly company performance, utilizing PowerPoint and Excel.
- Leveraged social media platforms and online job boards to advertise open positions and engage with potential candidates.
- Followed up with notable applicants sourced through medical recruitment pipelines, events, and job fairs.
- Evaluated candidates' strengths and weaknesses through thorough screening processes.
- Utilized Boolean searches to create applicant portfolios for expected openings.