

Alfredo Armas

Software Development Engineer |
Technical Recruiter | Ex-Amazon

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<https://doubleaarmas.github.io/>

PROFILE

I have gained an understanding with creating effective processes while working with others in HR. I have always had an interest in the tech world that I was supporting through customer resolution and I realized my process optimization mindset, understanding of customers, and attention to detail were two important assets I had for sustainable and user friendly acts.

I consider myself to be a self motivated individual that goes above and beyond for customer resolution and mastering several HR systems has shown me the impact I have been able to make on employees.

Over the past few months I have been seeking opportunities to develop my tech skills by enrolling into the highly selective Amazon technical academy program. During my preparation, I enrolled into Udacity's Fullstack Development program and now Brainstation. My goal in becoming a software engineer is to leverage my technical skills to create applications and improve processes that will enhance users' experiences and drive greater adoption of my company's products and services.

SKILLS

HTML, CSS, JS, React,
Document-Object-Model (DOM), Node.js,
Express.js, Web APIs, User
Authentication, OAuth, Python, MySQL,
Jest, Jira, Heroku, Github, Webpack, Git,
Salesforce, ADP Workforce Now, Bamboo
HR, Peoplesoft, Kronos, Indeed, LinkedIn
Recruiting, Boolean Search, Excel(Pivot
Tables and V-Lookup), Canva.

EDUCATION

BrainStation | Diploma, Software Engineering

Feb 2023 - May 2023, Miami, FL

Udacity Full-Stack Development Program | Diploma

Oct 2022 - March 2023, Miami, FL

Amazon Technical Academy | Reskilling Software Engineering

Sept 2022 - Dec 2022, Miami, FL

Florida International University | Master in Human Resources Management

Aug 2019 - May 2020, Miami, FL

- Dean's List

Florida International University | Bachelor's in Human Resources Management

Aug 2013 - April 2018, Miami, FL

EXPERIENCE

Technical Sourcing Recruiter | Amazon

JULY 2021 - December 2022, Murfreesboro, TN

- Sourced candidates for openings available at the individual contributor and managerial level for the Amazon Consumer Engagement team.
- Exceeded metrics of 250+ reach-outs per week while supporting international orgs and onboarded candidates within the given timelines.

HR Business Partner | Amazon

JAN 2021 - December 2022, Murfreesboro, TN

- Worked in conjunction with HR Business Partners to provide expert advice on employee relations issues including performance improvement, employment separation, compliance issues, workplace investigations and complaint resolution allowing me to receive a promotion into my next remote role.
- Conducted high risk investigations, including ethics hotlines escalations, to provide investigation summaries and resolution recommendations.
- Guided and managed the provisions of the Human Resources department, policies, and programs in accordance with Amazon standard work, legislation, and state/federal law.
- Led and mentored the night shift HR team to increase metrics from the lowest performing team to the highest performing in a two-month period.

PROJECTS

Brainstation Industry Project UKG Winning Team |

<https://github.com/luke-mar/industry-front-end>

May 2023

Brainstation Capstone Pepe's Pots E-Commerce Website |

<https://github.com/doubleAarmas/Pepes-Pots-Final>

May 2023