




Marcel M. Wright


LEADER | TEACHER | ENTREPRENEUR | VETERAN

CONTACT

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 Dupont, WA, US

 LinkedIn: [Marcel M. Wright](#)

EDUCATION

[Master of Business for Veterans](#)
University of Southern California
Los Angeles, CA | 2021

[B. S. Interdisciplinary Studies](#)
Mississippi State University
Starkville, MS | 2010

[Certificate of Computer Science
\(Cloud Application Dev.\)](#)
St. Martins University
Lacey, WA | 2023
[Github](#)

Fraternity:
[Phi Beta Sigma Fraternity, INC](#)
Mem. # 90640

Press

[Founding Trident Coffee](#)

[Performance and Health Advocate](#)

[Military Family Wellness](#)

SUMMARY

I am very passionate about creating new business opportunities, anticipating business needs, developing top talent, and creating opportunities for my team. I have a reputation for continuously seeking and implementing cutting-edge technology, and process improvement. Recently I have started to focus on developing skills in basic/intermediate python, HTML5, Linux, SQL, T-SQL, Java, JavaScript, ASP.NET, and MERN framework. I also am familiarized with data structures, algorithms, and containerized cloud solution implementations (AWS).

EXPERIENCE

Sourcing Recruiter

Google Public Sector (Contracted via Adecco) | Seattle, WA | 09/2022-02/2023
Google Cloud Platform (Contracted via Adecco) | Seattle, WA | 09/2021-09/2022

- Engage, screen, and advocate for technical and functional area candidates by understanding market, hiring needs, position specifications, and search requirements.
- Partner with other staffers and business partners in generating ideas, leveraging resources, and sharing information that facilitates an effective and innovative sourcing strategy appropriate to scale needed and assigned timelines.
- Monitor, analyze, and report on key data sets to leadership and business regarding performance while managing partner relationships.
- Create and Implement new processes to improve sourcing effectiveness, post interview pass through ratios, and offer acceptance.
- Q4(2021): OKR: 1, Achieved: 0; 240 IPS completed out of possible 352 opportunities, 0 ROE expirations
- Q1(2022): OKR: 5, Achieved: 2; 1 Decline; member of winning team for QTR recruiting competition; Individually acknowledged as Overall Top lead producer & Weekly Top Lead Producer for QTR; 100% on Vox Pop Candidate Experience Survey
- Q2(2022): OKR: 5, Achieved: 7; 2 Decline; 1 OE(Achieved 140% of QTR Goal); 87.5% on VoxPOP Candidate Experience Survey
- Q3(2022): Hiring Freeze; OKR 5, 4 Finalist; 1 OE (No OKR this QTR); Chosen to develop teams sourcing strategy for pivot to Google Public Sector. Lead multiple team/organization training on public sector sourcing, candidate interaction, and recruiting campaign organization
- Q4(2022): OKR: 2, Achieved: 2, 1 OE; Set record for fastest TTH within Google Public Sector (official);Google Cloud(pending validation); Delivered the teams 1st direct to offer candidate(L6; MNGR)

Board & Advisory

[Trident Coffee](#)

Imperial Beach, CA | 2017-Present

Cre8tive Warehaus, LLC

Tacoma, WA | 2019 – Present

[Alchemy Skateboarding \(Non-Profit\)](#)

Tacoma, WA | 2021 - Present

Strengths

Teamwork

Camaraderie is a foundational skill that I was first exposed to in the military. I believe building a team where cohesion, support, flexibility, and personal interests guide create universal impact on revenue and business success.

Coachable

I love to teach but I also love to learn. I champion fresh perspectives and strive to develop new approaches to match a diverse community of leaders and invite personal and professional growth within myself.

Altruism

I focus my energy on helping others achieve success by listening carefully to their needs. I work to thrive, not just exist. This attitude reinforces my commitment to the individuals I serve and the company's success.

Military/Internship/School references available by request

TRIDENT COFFEE, LLC

Chief Operations Officer | Western US; San Diego, CA | 2020 - 5/2021

Director of Marketing | Western US; San Diego, CA | 2017 - 5/2020

A premium coffee brand focused on providing organic, sustainable, and ethically sourced offerings from around the world. The company operates as a social enterprise developing direct relationships with coffee producers and customers through personal experience, symbology, and storytelling. Recently the company has expanded to include a keto diet focused bakery and another location in Coronado, California.

- As COO I owned all the personnel, property, and operations that drove the company's verticals (D2C, B2B, wholesale, E-commerce, and retail).
- Lead team responsible for sourcing, packaging, and voice of customers.
- Developed team that legitimized the company's strategic position by completing both the HAACP Certification and USDA Organic Facility Certification.
- Lead the development processes, and defined channels that supported 147% growth in sales FY20 during the COVID-19 global pandemic.
- Co-developed business plan for product distribution to 66 Aldi (CA), 10 Central Market (TX), and 350 other retail locations in the San Diego & Los Angeles metro area.
- Lead initiative for the brands current partnership with Amazon Launchpad; to include design; and store build.

AMAZON BUSINESS, LLC

Customer Success Manager (Intern) | Seattle, WA | 2019

Supported private and public sector customers as they transition from sales prospects to users of Amazon products and services. Focused on building customer loyalty and close long term client relationships.

- Worked closely with customers to ensure satisfaction while championing their voices during product design, user experience, and process implementation.
- Attended organizations professional services summit in Boston to help lead discussion for key training initiatives planned and in development.
- Worked closely with the internal training team to develop CSM training that would ensure the company's quality of service to all customers.

UNITED STATES ARMY

Captain | Logistics Corp | 2007 - 2020

I served in progressively more demanding leadership roles over 13 years leading cross-functional (technical) teams to manage operations for organizations of 750+ employees. I am experienced in building new organizations from the ground up. I have extensive experience in establishing and preserving experimental logistics nodes and modes of transportation throughout Eurasia and Europe.

- Designed and implemented task force concept for cross functional organization of 5,000 that reduced operational load across 12 European nations.
- Managed \$48MM budget to design and build two international bases in Zagan, and Torun, Poland. Sites trained over 10,000 personnel and for deterrence of neighboring aggression in the region([Operation Atlantic Resolve](#)).
- Developed a logistics and defense plan that helped suppress a complex terrorist attack and save the lives of 100 civilians during terrorist attack [August 28, 2013\(Ghazni, Afghanistan\)](#).
- DoD TS/SCI Clearance (last active 2022)