

Porché A. Maloney

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Professional Portfolio: www.porcheamaloney.weebly.com

HR Specialties: Diversity Recruiting & Consulting, Relationship Management, Media Marketing

PM

Work Experience

VISA, INC., Multiple locations

Present

Campus Liaison / HBCU Engagement Advocate

- Designed sustainable full-cycle recruitment and engagement strategy to attract & hire diverse talent, increase campus/conference visibility and cultivate relationships with HBCU's & other minority serving institutions
- Pro-actively consults with business leads to pitch engagement program ideas for campus engagement catalog creation
- Manages HBCU relationships to ensure high impact diversity initiatives and ROI engagement opportunities are identified
- Host training sessions for technical/non-technical campus volunteers within the business at Senior Manager+ levels
- Provides strategic support, operational guidance & consultation to increase morale and engagement of Affinity Networks

United States Steel Corporation, Pittsburgh, PA

August 2018 – June 2019

Campus Relations Representative & Diversity Outreach Chair

- Implemented and executed innovative university relation strategies to attract top talent via targeted programs and events
- Co-coordinated CEO Action's Day of Understanding to help embrace, educate & build cross-site inclusive work cultures
- Reported D&I ROI to Chief Talent Officer highlighting newly implemented campus programs, projects & initiatives
- Spearheaded cross-site ERG community service project with over 70 volunteers serving The Boys & Girls Club of Pittsburgh
- Monitored and maintains accurate accounts of expenses & balances relative to the D&I Community Engagement budget
- Composed LEAD ERG activity blog post featured on intranet site highlighting service efforts with non-profit partners

General Electric – GE Power, HR Rotational Leadership Program

July 2017 - July 2018

Diversity Recruiter & Internship Program Advisor - Schenectady, NY

Rotation #2 - 6 months

- Managed diversity recruitment project by leveraging networks to attract underrepresented talent to varied career opportunities
- Interfaced with Chief Diversity Officer to evaluate effectiveness of D&I solutions to drive project & program improvement
- Created tactical plan to engage national professional groups (NSBE, SHPE, SWE) to enhance early career representation
- Coordinated network event planning, managed calendar and contributed to external marketing and advertising efforts
- Overseen D&I recruitment budget to evaluate and negotiate campus visits, conference registrations & sponsorships

Employee HR Manager - Clearwater, FL

Rotation #1 - 6 months

- Supported client group ~90 employees by supporting employee relations activity, staffing needs and talent development
- Acted as diversity awareness & HealthAhead project champion responsible for coordinating events and publishing newsletter
- Responsible for conducting background checks, completing I9 requirements & keeping disciplinary action files up-to-date

American International Group (AIG), Houston, Texas

May 2016 – August 2016

People Excellence Analyst

- Conducted benchmarking & best practice research on diversity staffing, performance management & talent review methods
- Analyzed employee focus group data to create strategy marketing career bands & horizontal growth

WestRock (Formerly MWV), Richmond, VA

May 2014 – August 2015

Campus Ambassador Project Manager / HR Talent Development Analyst

- Designed, launched and managed implementation of nationwide Campus Ambassador Program to diversify candidate pool
- Collaborated with respective departments to develop expertise in budgeting, product logistics, marketing and graphic design
- Benchmarked program best practices that led to sole formation and coordination of a 200+ Early Career Program Summit

Leadership Experience

INROADS INC.,

August 2014 – May 2017

*Ambassador & *Total Performer Award Winner*

- Increased number of Penn State candidates by 50% while converting qualified applicant pool to match ready status by 40%
- Attracted 150+ students to info sessions by partnering with student orgs to diversify STEM & Business candidate populations

Education

The Pennsylvania State University, University Park, PA

- Masters of Science in Human Resource and Employee Relations
- Bachelors of Science in Labor Employment Relations