

Vanessa Gonzales Trejo

512-788-0441 | vanessa.gonzales@tamu.edu | www.linkedin.com/in/vanessagonzalestrejo

EDUCATION

Texas A&M University, Mays Business School
Master of Business Administration

College Station, TX
May 2027

The University of Texas at San Antonio
Bachelor of Arts in Interdisciplinary Studies

San Antonio, TX
May 2021

EXPERIENCE

YMCA of Greater San Francisco
Director, Reach & Rise Mentoring

San Francisco, CA
November 2023 – June 2025

- Onboarded 30 associates annually by implementing a streamlined training and documentation system, improving onboarding efficiency by 98% and significantly reducing ramp-up time
- Led talent acquisition process, including screenings, interviews, background checks, and a six-week training program, ensuring only qualified candidates were accepted and achieving a 90% program fit rate
- Forged strategic partnerships with local and national organizations, expanding visibility, and securing resources that increased community engagement by 20% and generated \$10,600 in additional funding
- Managed and optimized \$12,600 in project budgets, ensuring strategic resource allocation, cost control, and accurate financial reporting to inform decision-making and maintain expenditures within budgetary limits
- Increased staff retention by 53% by identifying retention barriers, implementing appreciation initiatives, and creating dedicated mentor collaboration spaces
- Established and tracked National Performance Indicators (NPIs), exceeding 100% growth targets and positioning the program among the top 3 performers nationwide

Group Coordinator, Reach & Rise Mentoring

May 2022 – November 2023

- Designed and delivered director training programs across 12 regions, strengthening leadership skills for 24 directors and ensuring consistent execution of the program model across the country
- Directed yearly recruitment, training, and matching processes for 14 team members and 56 clients, maintaining program fidelity through structured onboarding and continuous support
- Supervised staff and clients, enforcing risk management protocols and ensuring ethical, safe, and high-quality program delivery. Reduced incident rates by 100% through proactive training

Austin Independent School District

Austin, TX

Life Skills Bilingual Teacher, Walnut Creek Elementary School

August 2021 – May 2022

- Constructed and implemented an interactive life skills curriculum for 13 students, achieving a 40% increase in benchmark attainment across communication, daily living, and social skills
- Facilitated monthly professional development sessions for 3 staff on safety, technology integration, and policy adherence, resulting in a 50% improvement in addressing behavioral, emotional, and sensory needs
- Collaborated with 11-member team to develop and implement tailored learning strategies, driving 100% of students to exceed their goals and enhancing overall program effectiveness

LEADERSHIP & INVOLVEMENT

Latinx Employee Resource Group (ERG)

- Managed \$5,000 ERG budget for 200-member Latinx Employee Resource Group, streamlining expense tracking and funding cultural, professional, and community initiatives

Texas A&M SHRM Student Chapter Member

- Develop HR leadership skills through professional development, networking, case competitions, certification preparation, data analysis, and community engagement

SKILLS, ACTIVITIES & INTERESTS

Languages: Fluent in Spanish

Technical Skills: ADP, Salesforce CRM, Data Analysis. Data Visualization, Evidence-based Decision Making