

VICTOR ANTHONY SCOTTI, JR.

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PROGRAM MANAGEMENT · UNIVERSITY & STUDENT PROGRAMS · TALENT & EDUCATION

SUMMARY

Program manager who has spent a decade building university partnership programs at Google and Netflix. At Google I owned the HBCU Computer Science Summer Institute — the company's flagship student outreach program — scaling it 375% year over year across 19 partner institutions and 59 campuses on a \$1M budget, and negotiating multi-year agreements with universities and with the UNCF and Thurgood Marshall College Fund. At Netflix I owned a \$7M portfolio of HBCU and HSI programs that moved 350+ students into pipelines at Netflix, Apple, and Microsoft. I work at every level of an institution — presidents and deans, career services, faculty, and students. I have also built a function from nothing: I founded and operate a licensed practice, defining the operating model, partner network, and measurement where none existed.

AREAS OF FOCUS

Remote & Remote-First Roles · University Partnerships · Program Manager · Senior Program Manager · Director of Programs · Student Outreach & Campus Programs · Early Career & Emerging Talent Programs · Talent Development · Learning & Development · Workforce Development · Education Program Management · People Operations · Community Engagement · Student Success & Advising · Nonprofit & Mission-Driven Program Leadership

CORE SKILLS

University & Higher Education Partnerships · HBCU & HSI Engagement · Co-Branded Program Development · Campus Activation & Event Programming · Student Ambassador Networks · Partnership Negotiation · 0-to-1 Program & Function Building · Operating Models, Playbooks & Program Plans · Cross-Functional Alignment · National-to-Local Program Translation · Program Strategy & Measurement · KPI, Funnel & NPS Analytics · Executive Reporting & Briefing Cadence · Sponsorship & Grant Development · Budget & Delivery Management to \$7M · Vendor & External Partner Management · Team Leadership & Coaching · Facilitation, Coaching & Mentorship · Student Advising & Career Pathways · Enrollment & Admissions Operations · People Operations · HR Policy Development · Change Management · AI-Enabled Workflow Design · Salesforce · Airtable · QuickBooks · HCM / HRIS Systems

SELECTED HIGHLIGHTS

- Owned Google's flagship student outreach program, the HBCU Computer Science Summer Institute — 19 partner institutions, 59 campuses, 10,000+ students reached, scaled 375% year over year.
- Established multi-year university partnerships with Fisk, North Carolina Central, and Alabama A&M, and led partnership negotiations with the United Negro College Fund and the Thurgood Marshall College Fund.
- Owned a \$7M HBCU and HSI program portfolio at Netflix, moving 350+ students into pipelines at Netflix, Apple, and Microsoft, with participant NPS 40% above comparable programs.
- Delivered a 50% cost reduction, a 40% increase in students served, and a 25% conversion lift by consolidating two program models under one operating framework.
- Directed a 10-person team on a \$1M annual budget, and separately owned a \$1.2M global portfolio reaching 1,500+ employees across 82 countries.

PROFESSIONAL EXPERIENCE

Google | Remote

Program Manager, Talent & Emerging Programs | 2012 – 2020, 2022 – 2023

LEAD, HBCU COMPUTER SCIENCE SUMMER INSTITUTE — TALENT & OUTREACH PROGRAMS

- Owned end-to-end strategy, design, and execution of Google's flagship student outreach program, directing a 10-member team and a \$1M annual budget.
- Scaled engagement 375% year over year by establishing multi-year partnerships with Fisk, North Carolina Central, and Alabama A&M, and running summer immersions for engineering students from 19 HBCUs.
- Cultivated partnerships with 59 HBCU campuses nationwide, exposing 10,000+ students to computer science pathways, and secured \$20K in grant funding for expansion.
- Led partnership negotiations with the United Negro College Fund and the Thurgood Marshall College Fund, connecting their students into Google's development programs.
- Represented Google to university presidents, deans, career services, and faculty — translating program goals into terms academic stakeholders could act on, and securing institutional support and resources.

- Designed and executed on-campus brand activations and event programming: info sessions, technical workshops, multi-week residential immersions, executive speaker series, and hackathon-style coding challenges.
- Built and managed a student ambassador and university champion network across 19 partner institutions, recruiting, onboarding, and equipping them as on-the-ground community builders.
- Tracked engagement, conversion, alumni outcomes, and NPS; 87% of alumni reported the program as highly influential to their career trajectory.

LEAD, HIRING EQUITY STRATEGY & PROGRAMS — GOOGLE RECRUITING

- Built and led the Talent Equity & Intelligence team — 3 program managers and 25+ cross-functional partners — designing recruiting strategy adopted across 800+ staffers and affecting approximately 10,000 hires annually.
- Advised and coached Director-level global recruiting leadership on strategy, organizational health, and performance management.

MANAGER, GLOBAL EMPLOYEE ENGAGEMENT

- Owned a \$1.2M global portfolio engaging 1,500+ employees across 82 countries, coaching 25 leaders across five business groups to build and execute local strategy.
- Authored Aging@Google, the company's first age-inclusive policy framework, securing executive endorsement and organization-wide adoption, and drove adoption of a workplace curriculum across 530+ Google leaders.

Netflix | Remote / Los Gatos, CA

Lead, Emerging Talent Expansion Programs | 2021 – 2022

- Directed a \$7M investment in technical and career development bootcamps built for students from HBCUs and Hispanic-Serving Institutions.
- Guided 350+ students into internship and new-graduate pipelines, producing 25+ internships and full-time placements at Netflix, Apple, and Microsoft.
- Consolidated two programmatic models under a single operating framework, delivering a 50% cost reduction, a 40% increase in students served, and a 25% lift in conversion.
- Expanded partnerships with Management Leadership for Tomorrow and ColorStack, increasing the emerging talent pipeline 25% for the 2021–2022 hiring season.
- Achieved participant NPS 40% above comparable bootcamp programs through deliberate experience design and student community building.

Our S.P.A.C.E. Studios LLC / The Donna Jean Hair Restoration Clinic | Arlington, VA

Founder · Lead Practitioner | 2024 – Present

- Founded a licensed practice from zero, defining the operating model, standard of care, service architecture, pricing, partner network, and measurement where none existed.
- Built and sustain a referral network across dermatology and oncology-adjacent practices, structured with no fees in either direction by design.
- Navigated federal provider authorization and compliance, and identified and resolved a regulatory exposure in the practice's own referral structure.

Aveda Arts & Sciences Institute (Neill Corporation) | Arlington, VA

Enrollment Leader | 2024 – 2025

- Owned the full candidate lifecycle for 200+ students annually and consistently exceeded quarterly targets in an environment where student intake drives 80% of the institute's annual revenue.
- Led the 2024–2025 federal financial aid migration alongside the Financial Aid Manager, delivering training and support that resulted in 85% of enrolled students qualifying for aid.

UNIVERSITY & COMMUNITY AFFILIATIONS

University of Pennsylvania, School of Arts & Sciences External Advisory Board — Member

Penn Scotti Legacy Scholarship Fund — Endower, \$150K · James Brister Society · Penn Leadership Q

Penn Black Alumni Society, Life Member

Alpha Phi Alpha Fraternity, Inc. — Life Member; International Brother of the Year, 2013

EDUCATION

University of Pennsylvania — B.A., Sociology with Honors. Concentration in Structures of Inequality and Opportunity; minors in Urban Education Research, Policy & Practice and Africana Studies. Civil Scholar Distinction, one of ten selected by the University Provost.

Loyola University — Certificate in Diversity, Equity & Inclusion, Baumhart Center for Social Enterprise & Responsibility

Aveda Arts & Sciences Institute — Cosmetology Diploma; 2024 Beacon Award