

# Galen Scovell

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## Senior Software Engineer

PayScale, Inc. | 02/20 – Now

- Sole developer, migrated multiple high-traffic legacy (ancient WCF; .NET Core 1.0 on ECS) services with no tests to scalable, fully tested Kubernetes .NET Core 3.1 services on Azure AKS.
- Lead developer, service for intelligently matching job titles and descriptions to internal compensable factors (eg skills, certifications, education). Python FastAPI Kubernetes service on Azure AKS, composed of varied resource-intensive Data Science model systems and ElasticSearch.
- Designed and implemented TeamCity scheduled task system for Data Science team that utilizes templates, virtual environments, cloud agents, and encrypted secrets process for efficient development in Python.
- Mentored junior developers; testing, service design, documentation, debugging, coding standards.

## Software Engineer II

PayScale, Inc. | 05/17 – 01/20

- Created process for building and deploying all facets of PayScale internal data. Critically used by every team, both internal and customer facing.
- Designed and implemented ETL pipeline for customer profiles from legacy, deeply nested XML blobs in SQL to flattened JSON in Snowflake data warehouse. Processes 30mm profiles per day.
- Lead developer, conversion of highest traffic legacy on-prem service to scalable Azure webapp with stateless task architecture. Generates compensation reports critical to all PayScale products, handling 10mm+ reports per day.
- Conducted interviews covering algorithms and debugging for my team and others.

## Software Engineer I

PayScale, Inc. | 12/16 – 04/17

- Lead developer, service handling Market Differential Analysis across PayScale products. Utilizes parallelized worker task architecture to run computations spanning hundreds of thousands of Labor Market/Job combinations.
- Created service handling storage and retrieval of customer job description metadata and files used across multiple PayScale products.
- Designed and implemented process for maintaining, constructing and querying PayScale ElasticSearch indices vital to both Consumer and B2B products. Handles 30mm+ queries per month.

## Data Science Engineer

PayScale, Inc. | 07/15 – 11/16

- Created serverless, performant NLP feature extraction pipeline for inferring topics and skills from uploaded job description files of varying formats.
- Led build and release of PayScale's core compensation model for four quarters, compressing complex manual process into automated scripts.
- Created web app for matching job description files with customer internal job titles, decreasing onboarding time and forming an integral part of the data science pipeline.

**PROFICIENT** C#, Python, Java

**FAMILIAR** JavaScript/TypeScript, Scala, Kotlin, Ruby, SQL, HTML/CSS

**TOOLS** Cloud (AWS/Azure), Git, Docker, Kubernetes, Linux, ElasticSearch, Redis, TeamCity, Octopus, .NET

**CONCEPTS** Web Development, Microservice/API Design, Automation, Test-Driven Development, Agile

**EDUCATION** Bachelor of Science in Biology, University of Oregon