Scott Russell Halgrim

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SUMMARY

- Senior Backend Engineer with 8+ years at Zapier building REST APIs and developing backend services using Python, Django, and AWS
- Specialized in API development and partner integrations, maintaining critical connections with external platforms
- Founded data engineering function at Zapier, building ETL pipelines and generalizable data quality frameworks
- 7+ years prior experience in biomedical NLP and computational linguistics, developing statistical models and extraction systems for healthcare applications
- M.A. in Computational Linguistics and B.S. in Computer Science

WORK EXPERIENCE

Zapier, Remote   March 2017 - October 2025
Senior Engineer, Backend (2023-2025)

- **Drove critical workstreams in large-scale Org Service rebuild**, enabling multi-product folder architecture; architected synchronization layer maintaining data consistency between distributed Permissions API and local database and led overall QA effort
- **Served as DRI for Alerts feature**, delivering under 2-month deadline by architecting GraphQL front-end solution and leading subsequent performance optimization
- **Built immediate-then-hourly notification feature**, enabling users to receive immediate alerts followed by hourly rollups; leveraged Knock's batching capabilities to simplify implementation
- **Championed priority email labeling**, securing buy-in for overlooked feature; migrated all email error notifications to Knock, providing resilience during subsequent email outage
- **Led AI adoption**, recognized as organizational leader in Claude Code usage; produced training demos and evangelized AI-assisted development practices across teams
- **Mentored junior engineers** through office hours, code reviews; conducted technical interviews and trained new interviewers
- **Merged pull request to Django** fixing async test client bug

Integrations Engineer (2019-2023)

- **Owned strategic integrations**, including Zoom, Slack, Facebook Lead Ads, and Gmail; overhauled underperforming Zoom integration during pandemic when demand surged; improved Slack's API by surfacing edge cases only visible at high volume
- **Architected firehose webhook handling for CLI apps**, unlocking functionality previously limited to monolith integrations; eliminated custom API requirements for partners like Zoom, enabling dozens of apps to use standard webhook patterns

Data Engineer (2017-2019)

- **Founded data engineering function** as Zapier's first Data Engineer, building production ETL infrastructure and pipelines with Airflow and Matillion on AWS to land star schema in Redshift
- **Created "Assertion Machine" data quality framework**, democratizing data quality checks via config files; automated SQL validation and Slack alerts allowed teams to detect data anomalies immediately
- **Built supervised learning classifiers** to classify support tickets by difficulty; created real-time model performance monitoring with a Slack slash command

Optum360, San Diego, CA   January 2015 - March 2017
Senior NLP Engineer

- **Enhanced core NLP engine** of industry-leading computer-assisted coding product, including adding reasoning via canonical ontologies and entity linking
- **Led ICD-9 to ICD-10 transition assessment**, identifying and eliminating coding errors

Group Health Research Institute, Seattle, WA   August 2010 – January 2015
Computational Linguist

- **Founded computational linguistics function** as GHRI's first NLP hire, building clinical text infrastructure and bringing unstructured data analysis to research institute
- **Built high-performing clinical information extraction systems** including breast cancer recurrence detection, de-identified corpus creation, and colonoscopy data extraction; results published in peer-reviewed journals and presented to NCI

EDUCATION

University of Washington, Seattle, WA
MA in Computational Linguistics   December 2009
  GPA: 4.00

Washington University, St. Louis, MO
BS in Computer Science   December 1997
  GPA: 3.59

TECHNOLOGY EXPERIENCE

Programming Languages: Python, JavaScript, SQL, Java, C#, Golang
Frameworks: Django, Django REST Framework, Flask
Infrastructure/Cloud: AWS (SQS, RDS, Lambda, CloudWatch),Terraform, Kubernetes, CDK
Databases: PostgreSQL, Redshift, My SQL, SQL Server
Tools: Apache Airflow, Matillion, OpenAPI, OpenSearch, Datadog, Looker, Grafana

EARLY CAREER

TouchPoint Consulting, Seattle, WA   March 2001 – March 2009
Project Manager, Head Technologist

- Managed implementation and migration of data and functionality of enterprise-wide Learning Management Systems for over 1000 users each at two industry-leading clients

CNT, Minneapolis, MN   April 2002 – August 2004
Siebel Development Leader

- Managed team of 15 resources through company acquisition project, migrating data and 200 new users to Siebel in 53 calendar days

Personnel Decisions International, Minneapolis, MN   January 2000 - June 2001
Manager, CRM Technical Development

- Directed 20-member, $4 million system implementation to 600 users in 23 cities in 10 countries, finishing all project phases 25% under budget

Deloitte Consulting, Minneapolis, MN   March 1998 - December 1999
Consultant

- Managed CRM consultants in application systems implementation and integration projects

LEADERSHIP AND CREATIVITY

- Served on Board of Directors of Perpich Center for Arts Education; appointed by MN Governor

References available upon request.