

# JOE SAIA

Engineering Leader & PhD Economist

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Engineering and analytics leader with 10+ years building data platforms, production systems, and high-autonomy teams. Specializes in hiring and developing high-agency team members and using AI tooling to deliver outsized business impact.

## WORK EXPERIENCE

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**Rhythm Management Group** • *VP of Engineering* Apr 2025 - Mar 2026

- Reporting to the CEO, built and led a 26-person org spanning product engineering, platform engineering, QA, IT, and Salesforce analysts
- Co-owned the BI stack (Snowflake + Fivetran + Sigma) with VP of Finance; moved executive reporting to self-serve dashboards and established source-of-truth metrics
- Implemented Salesforce Omnichannel routing; measured a 35% productivity lift
- Hands-on contributor averaging 2 to 5 production PRs per week: built Python ETL for claims data into Salesforce and Snowflake, automating reconciliation and enabling claims funnel measurement

**Rhythm Management Group** • *Director of Engineering* May 2024 - Apr 2025

- Transformed a waterfall-in-disguise team into a high-agency agile org that shipped against customer pain points in days, not quarters
- Drove 99%+ uptime, moved releases from quarterly to bi-weekly, and consolidated backend services for 30% lower cloud spend
- Insourced key IT functions to improve reliability, security posture, and data governance

**Perry Health** • *Senior Manager of Data and Engineering* May 2022 - May 2024

- Reporting to the COO, owned the EHR web app and data infrastructure using Python and React; led a cross-functional team of engineers and data scientists across NY and EU
- Built acquisition to enrollment funnel (Rudderstack, GA4, Tableau), instrumented events, and ran A/B tests to improve conversion
- Built claims processing pipeline managing \$1.5M per year enabling a two-person team; maintained industry-leading 74% collections rate
- Shipped data integrations (Abbott, Dexcom, SureScripts) to improve clinical decision-making

**Perry Health** • *Data Scientist* Dec 2021 - May 2022

- Migrated Python ETLs to Fivetran and dbt SQL on Redshift, enabling faster iteration
- Maintained comprehensive company-wide reporting on all business aspects using Looker, driving data-informed decision-making supporting \$35 million Series A

**Revelio Labs** • *Machine Learning Engineer* May 2021 - Dec 2021

- Engineered AWS EMR + PySpark pipeline to process one million LinkedIn profiles daily
- Trained ensemble model to standardize employer names across the full universe of LinkedIn profiles

**Federal Reserve Board of Governors** • *Senior Research Assistant* Oct 2014 - Jul 2016

- Designed 45 TB data lake housing NYSE exchange data augmented with internally developed indicators

## EDUCATION

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- **PhD Economics** • Columbia University • Aug 2016 - May 2021
- **MSc Economics** • University College London • Sep 2013 - Sep 2014
- **BS Physics and Economics** • Rensselaer Polytechnic Institute • Aug 2009 - May 2013

## TECHNICAL SKILLS

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- **Languages:** SQL, Python, R, Julia, Golang, Typescript, Node.js, React
- **Experimentation and Inference:** A/B test design, power analysis, CUPED, stratification, uplift modeling, DML, causal forests
- **AI Tools:** Claude Code, Codex, Amp, Github Copilot, Pi
- **Data Platforms:** Snowflake, Redshift, dbt, Fivetran, AWS EMR, Spark, Lambda
- **Visualization and BI:** Tableau, Looker, Sigma, executive storytelling and self-serve dashboards
- **Event and Funnel Analytics:** attribution, conversion, retention, Google Analytics (GA4)