Stephen Hale

Senior Software Engineer · Data Engineer · Software Architect

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SUMMARY

Engineer with 20+ years of experience building web platforms, data pipelines and the infrastructure under them. Currently leading engineering for a healthcare data platform that ingests and delivers eligibility and claims data. Track record of scaling high-traffic applications, shipping products quickly and leading teams, with hands-on depth across Python, PHP, JavaScript, SQL and cloud infrastructure. Early adopter of AI-assisted, spec-driven development.

EXPERIENCE

Meta Care Inc. · Clearwater, FL — DEC 2025 – PRESENT

Data Engineer

Lead engineer for MetaHub, a healthcare data platform (Django, Celery, PostgreSQL on Azure) that ingests eligibility, medical-claims and pharmacy-claims data for self-insured employer groups and turns it into reporting and analytics.

- Standardizing per-customer ingestion pipelines onto normalized formats, fixing data-integrity gaps and evaluating Apache Airflow 3 for orchestration
- Built outbound vendor data exchange: scheduled SFTP exports of member and claims data to a third-party care-navigation platform, with totals reconciled against customer figures
- Stood up observability with Grafana Alloy, Loki and Grafana (log shipping, disk monitoring, alerting) and improved Celery worker stability
- Modernizing the platform with Docker, uv/uvicorn, centralized secrets management and automated deployments
- Track expected data deliveries per customer (type, source, cadence) and own follow-up on missed files
- Introduced an AI-assisted, spec-driven development workflow (Claude Code, shared agent skills, MCP)

Quorum Analytics (formerly Phone2Action) · Arlington, VA (Remote) — JAN 2018 – SEP 2024

Senior Software Engineer

Built applications and campaigns that engage citizens with elected officials through digital advocacy.

- Platform delivered more than a quarter of all annual constituent messages sent to Congress
- Scaled the application to absorb viral campaigns at thousands of requests per second
- Hardened security by scanning user-uploaded files for malicious content
- Built a custom Webpack loader to share Laravel translation files with Vue.js components
- Mentored junior engineers in the company fellowship program

DNL OmniMedia · Poughkeepsie, NY (Remote) — MAR 2017 – DEC 2017

Senior Web Developer

Built solutions for nonprofits including Save the Children, North Shore Animal League and the Pancreatic Cancer Action Network.

- Automated infrastructure deployment and updates with Terraform; set up CI with Bitbucket Pipelines
- Built an integration between the Luminate and Blackbaud CRM platforms
- Created custom Vue.js components for multiple fundraising campaigns

Results Driven Business · Seminole, FL — JAN 2016 – FEB 2017

Lead Architect

Led application and infrastructure architecture for a startup's multi-tenant, multilingual content platform for ePub and PDF documents.

- Built the prototype that secured initial project funding
- Engineered a clustered server environment with continuous integration across AWS and Google services
- Integrated Elasticsearch for full-text search of eBook content and metadata
- Designed a custom engine for creating, storing and displaying user annotations in content

Credo Reference · Boston, MA (Remote) DEC 2011 – DEC 2015

Principal Web Developer

Player/coach leading the front-end team building custom PHP applications integrated with Salesforce, Google Data and an in-house REST API.

- Led development on two platforms that won SIIA CODiE "Best in Class" awards
- New platforms drove 51% year-over-year growth in new-business revenue (2012)
- Shipped 4 new products in 18 months, including the Literati product line in 7 months from inception to general availability
- Platforms supported the first multi-constituent, five-year, statewide contracts in company history

General Electric / Gensuite LLC · Cincinnati, OH JUL 2008 – DEC 2011

Lead Product Developer

- Built EH&S applications for GE's global team, including a custom help portal and issue-management system (ColdFusion, ExtJS)

Capital Fulfillment Group · Hingham, MA JUL 2005 – MAR 2008

Application Developer

- Application development, database administration and technical support (ColdFusion MX, SQL Server, SSIS, AJAX)

INDEPENDENT PROJECTS

- Home lab: two-node Proxmox VE cluster running self-hosted GitLab with CI, Docker stacks managed with Komodo, GPU workloads and Proxmox Backup Server with offsite copies; zero-trust access through Pangolin, Authentik SSO and Tailscale
- Portfolio tracker: self-hosted app for brokerage tax lots, distributions, corporate actions and options premium (Laravel 13, Filament, Livewire, PostgreSQL, Pest, GitLab CI, Docker)
- Espyr: multi-institution digital library platform with full-text search and an in-browser book reader

SKILLS

Data & back end: Python, Django, Celery, SQL, PostgreSQL, MySQL, MS SQL, Airflow, Elasticsearch, Redis, PHP, Laravel, Symfony, REST APIs

Front end: JavaScript, Vue.js, React, HTML5, CSS3 / Sass, Webpack

Cloud & infrastructure: Azure, AWS, DigitalOcean, Docker, Kubernetes, Terraform, Proxmox, Nginx, GitLab CI, Grafana / Loki

AI & practices: Claude Code, MCP, agentic and spec-driven development, Agile, test-driven development

EDUCATION

University of Massachusetts Boston — Coursework toward B.S., Computer Science 2005 – 2009