

NICHOLAS RUFFIN

Engineering Leader | Healthcare Data Platforms

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PROFESSIONAL SUMMARY

Engineering leader with 12+ years of technology experience, including director-level management of 16+ engineers across the US and India. Built and scaled an engineering department through 4 acquisitions, led technology due diligence alongside the CIO, and delivered systems that drove measurable business outcomes. Currently leading a data product engineering team responsible for a \$9M+ ARR data monetization platform processing 6B+ de-identified pharmacy records with 50% year-over-year revenue growth. Combines deep technical expertise in Snowflake, AWS, and Python with cross-functional partnership, client relationship management, and regulatory compliance oversight.

TECHNICAL SKILLS

Leadership	Team building (16+ across US/India), cross-functional partnership, client management, vendor evaluation, technical strategy, mentoring
Data Platforms	Snowflake (Procs, Streams, Tasks, Multi-instance), AWS (MWAA, S3, Lambda, Fargate, IAM), Kafka
Engineering	Python, SQL, ETL/ELT Pipeline Design, Data Warehousing, HIPAA Compliance, Datavant Tokenization
DevOps	Apache Airflow, Terraform, GitHub Actions (CI/CD), Docker, Git

EXPERIENCE

Manager, Data Product Engineering | RedSail Technologies

Feb 2025 – Present

Promoted from Senior Clinical Data Engineer. Leading the data monetization engineering team.

- Own end-to-end data monetization platform generating **\$9M+ ARR** with **50% YoY growth**, architecting secure de-identification and tokenization pipelines (Snowflake + Datavant) processing **6 billion records** for major health data companies.
- Manage client delivery relationships across major data buyers (Komodo, PurpleLab, Norstella, Forian, Clarivate), owning delivery SLAs, schema specifications, and ongoing technical partnership.
- Lead cross-functional collaboration with product management, infrastructure engineering, and external vendor partners to drive platform roadmap and delivery timelines.
- Architected next-generation V2 tokenization pipeline (AWS Fargate + Snowflake), designed multi-instance schema migrations, and built automated orchestration framework spanning **50+ daily workflows**.
- Oversee regulatory compliance including HIPAA audit readiness, proof-of-delivery documentation, and Expert Determination coordination with third-party evaluators.
- Building and onboarding data engineering team, establishing technical standards, code review processes, and deployment workflows via Terraform and GitHub Actions.

Director of Full Stack Development | Nimble Solutions

Aug 2021 – Jan 2025

Promoted from Lead Software Engineer to Director by the CIO. Built and managed an engineering department of 16+ people across three functional teams: 5 US software engineers, 6 SQL/data developers, 5 offshore RPA developers in Hyderabad, and a project manager.

- Led technology due diligence for **4 acquisitions** — a coding company, 2 transcription businesses (Hyderabad and California), and an anesthesia company. Traveled to Hyderabad to integrate the acquired development team into US operations.
- Designed and led the build of **QUARC**, a queue-based AR claims reimbursement system ordered by revenue with historical AR aging data, increasing throughput to **30+ claims/day per rep**.
- Partnered with CIO, VP of Infrastructure, and CISO on **technical strategy, vendor evaluations, and TCO analysis**. Traveled with C-suite for due diligence and integration planning.
- Engineered integration of **50+ data sources** into a unified enterprise workflow, designing API orchestration patterns for high reliability.
- Established technical standards, implemented CI/CD pipelines reducing deployment time by **60%**, and achieved **90%+ test code coverage**.
- Mentored engineers across all three teams, building a culture of code quality, test-driven development, and cross-functional collaboration.

Senior Full Stack Developer | Core & Main

Jun 2017 – Aug 2021

- Developed enterprise data applications using C#/.NET and SQL, supporting **200+ concurrent** corporate users across operations.

EDUCATION

Bachelor of Science, Information Technology

University of Phoenix