

MATTHEW GALE

Seattle, WA | Open to Greater Phoenix, AZ & Remote

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SUMMARY

Senior AI Engineer, Solutions Architect, & Technical Program Manager with 15+ years delivering cutting-edge and production-grade AI and Data-driven programs for Fortune 500 leaders (Amazon, Microsoft, WarnerMedia) and mission-driven organizations across startups, SMBs, and nonprofits.

PROFESSIONAL EXPERIENCE

Amazon (Aditi Consulting) - Senior Full-Stack AI Engineering Consultant

LEO/Kuiper Supply Chain Production Operations

2025 - Present | Bellevue, WA

- Architected and led the end-to-end development & deployment of DataHive's HiveMind - a secure production-grade Generative AI suite for Amazon LEO/Kuiper Supply Chain Production Operations in a highly confidential ITAR/EAR-controlled AWS GovCloud environment.
- Designed and implemented a custom agentic orchestration framework featuring intent classification, tool calling, schema-only RAG retrieval from Amazon Bedrock Knowledge Bases, NL2SQL query generation targeting > 92% accuracy & <30s p95 latency, and a robust 3-attempt self-correction loop with EXPLAIN validation and intelligent fallback mechanisms.
- Implemented core-production features: Bedrock & Guardrails for PII/ITAR/EAR redaction, structured Server-Sent Events (SSE) streaming with transparent reasoning steps and citations, DynamoDB conversation history and context window management, and session-scoped DuckDB for CSV/Excel data uploads.
- Engineered a scalable FastAPI backend on AWS Fargate ECS with CSRF protection, centralized prompt management, user-scoped Redshift authentication, and comprehensive observability via CloudWatch metrics + X-Ray tracing to meet stringent latency, security, and audit requirements.
- Authored comprehensive High-Level and Low-Level Design (HLD/LLD) documentation and successfully led Phase I rollout through Design Review, Security Review, Operational Compliance, and Readiness Review.

Project Positive Change – Nonprofit Organization – Development Director & AI Consultant

2023 – Present | Remote (Seattle-Based)

- Led the expansion of the organization, securing new partnerships and grants focused on suicide prevention, veteran support, and mental health advocacy.
- Directed and managed a team of 6 technical professionals, leading the design & development of a Python-based web application using Django and Wagtail CMS to improve accessibility and engagement.
- Oversaw the integration of AI-powered tools, automating data collection, impact measurement, and program reporting to increase efficiency and transparency.

WarnerMedia / HBO Max – Lead Technical Program Manager & AI Consultant

2020 – 2023 | Seattle, WA & Remote

- Led the expansion of the HBO Max Data Engineering team and development & implementation of AI-driven tools, supporting 70+ AI/ML/NLP hires.
- Managed technical programs for data engineering teams, partnering with executive teams to analyze data & deliver insights for the Consumer Talent Acquisition organization, earning recognition for introducing the “Data-Driven Storytelling” workshop.
- Designed automation scripts (Greasemonkey, Python, JavaScript), reducing manual processes by 40% while advising on talent acquisition strategies.

Amazon – Senior Technical Program Manager & AI Consultant

2018 – 2020 | Seattle, WA

- Led development of AI automation scripts (JavaScript, Selenium, VBA), saving 1,000+ hours by streamlining recruiting workflows for Amazon Alexa's AI/ML teams.
- Managed Beamery ATS migration, ensuring data integrity and implementing AI-driven features, cutting Time-to-Fill by 30%.
- Consulted on AI/ML hiring, securing 20+ key hires, and providing real-time dashboards for hiring analytics & data insights to optimize the candidate experience & reduce time to fill.

CareerSeeker / Recruita – Director of Recruiting & AI Development & Technical Consultant

2016 – 2018 | Remote

- Co-developed an AI-powered SaaS recruiting platform, integrating ML algorithms for candidate matching.
- Led technical design of platform roadmap, overseeing Python/ML integrations and UI/UX enhancements, balancing technical delivery with talent acquisition.
- Managed and mentored a team of 70+ recruiters, implementing training programs on AI-driven sourcing and technical hiring, boosting team efficiency by 35%.

Microsoft Research – Lead Technical Program Manager & AI Consultant

2015 – 2016 | Redmond, WA

- Designed and developed a custom Java-based Applicant Tracking System (ATS) on SharePoint, integrating machine learning models for automated resume parsing and candidate matching, reducing sourcing time and manual processing by 80%.
- Led end-to-end technical recruiting for 110+ AI/ML researchers, designing specialized assessments focused on deep learning, NLP, and advanced machine learning competencies.
- Awarded #1 Recruiter of the Year for blending technical innovation with strategic talent acquisition at scale.

Microsoft Retail – Technical Program Manager & Technical Consultant

2013 – 2014 | Redmond, WA

- Developed python/ATS automation for retail hiring workflows, reducing Time-to-Fill by 40%.
- Workforce consulting & data analytics for 30+ leadership hires while optimizing technical processes.
- Beta-tested ATS upgrade, making positive improvements to candidate tracking and recruiting tools.

Early Career

Seattle Corporate Search – Technical Consultant & Sr. Recruiter | 2012 – 2015 | Seattle, WA

- Led IT Department, built automation scripts, supported 15+ monthly placements and built new business.

Circuit City – Technology Sales Manager | 2006 – 2008 | Portsmouth, NH

- Managed #1 store in country out of 700+ stores. Designed custom gaming PCs with NVIDIA GPUs, boosting sales by 30%, and led tech implementation for in-store demos.

TECHNICAL EXPERTISE

- **Generative AI & LLMs:** Amazon Bedrock, Claude Sonnet, RAG, NL2SQL/Text-to-SQL, Agentic Orchestration & Multi-Agent Systems, Bedrock Guardrails, Self-Correction Loops, Function/Tool Calling, Prompt Engineering, Embeddings & Vector Search, Structured Outputs, Knowledge Bases, Evaluation Frameworks & Golden Set Testing, Cost & Latency Optimization
- **Languages & Frameworks:** Python (FastAPI, Pydantic, Pandas, asyncio, pytest, django, wagtail), React/TypeScript, SQL, Java, JavaScript
- **Cloud Platforms & Data Services:** AWS GovCloud, CDK, Lambda, DynamoDB, S3, Redshift, Textract, DuckDB, AWS Glue, Lake Formation, CloudWatch, X-Ray, Verified Permissions, Cognito, IAM
- **MLOps, Security & Infrastructure:** SSE Streaming, CSRF Protection, ITAR/EAR Compliance Architecture, Docker, Terraform, Caching & Rate Limiting, CI/CD Practices, Observability & Monitoring

EDUCATION

Full Sail University – A.S., Computer Science (Video Game Design, Computer Animation)

MIT – Audited Courses: 6.036 Machine Learning, 6.S191 Deep Learning, Advanced NLP

AWARDS & RECOGNITION

- WarnerMedia (2022): Created “Data-Driven Storytelling” workshop that transformed data analysis and insights into actionable executive strategies
 - Amazon (2020): Developed automation that saved 1,000+ hours annually
 - Microsoft Research (2016): #1 Recruiter of the Year for technical innovation in talent acquisition
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