

GRIFFIN SALYER

757-876-8281 • griffinsalyer@gmail.com • linkedin.com/in/griffinsalyer • griffinsalyer.com

EXECUTIVE SUMMARY

I build the data capabilities that organizations need to operate at the next level of scale and sophistication. Across insurance, reinsurance, and pharmaceutical industries, I have led teams through complex infrastructure transformations — turning fragmented, undocumented systems into durable foundations for modeling, underwriting, and strategic decision-making. My work lives at the intersection of technical depth and organizational leadership: I architect production systems, deploy predictive models, and design scalable pipelines, but I also diagnose systemic issues, align cross-functional teams, and build the culture and practices that make technical work sustainable. I am pursuing an Executive MBA at William & Mary alongside full-time leadership because the hardest problems in data are not technical — they are organizational.

LEADERSHIP & EXPERIENCE

Lead Data Scientist | Donegal Insurance Group

June 2025 – Present

Project Lead, Commercial Lines Auto — Predictive Analytics, Specialty Insurance

- Full project lead for the Commercial Lines Auto initiative, a multi-phase program spanning data architecture, regulatory modeling, ratemaking, and production deployment — owning execution, stakeholder coordination, timeline management, and strategic direction across Donegal's commercial insurance portfolio.
- Authored a 31-page organizational analysis surfacing 5 mission-critical systemic issues across data culture, development practices, planning, communication, and team integration — presented to executive leadership and now actively reshaping Donegal's data science infrastructure and enterprise analytics landscape.
- Demonstrated clear leadership in aligning cross-functional teams — including data scientists, actuaries, and external consultants — toward consistent engineering practices, architectural standards, and shared accountability for delivery quality.
- Established and maintain all consultant and executive stakeholder relationships, coordinating delivery across internal and external teams while translating technical complexity into business-relevant terms that drive leadership decision-making and investment priorities.

Data Scientist | Markel Group

2022 – 2025

Technical Lead, Experimentation & Analytics → Reinsurance Finance — Specialty Insurance

Experimentation & Analytics

- Led cross-functional teams in developing and deploying 13 production predictive models across Azure environments, enhancing underwriting and operational decision-making across 7 core and 40+ experimental business units.
- Led a predictive modeling initiative that generated insights directly contributing to a 157% increase in profitability for a specialty product line within 12 months — demonstrating the direct business value of data-driven strategy.
- Architected a suite of production model-ready data pipelines enabling modular, specialized modeling and insights across dozens of specialty product lines — establishing scalable infrastructure where none existed.
- Owned full model lifecycle from inception through deployment and iteration, including scalable API prediction endpoints, monitoring, retraining pipelines, and stakeholder communication.

Reinsurance – CCR Unallocated, Finance & Accounting

- Pioneered data infrastructure and automation within Finance, delivering 700+ hours of annualized time savings through engineering solutions that replaced manual processes with scalable, maintainable systems.
- Led multiple teams in developing analytical solutions for niche reinsurance challenges, building internal capability and executive support for modern BI tools and future applications.

Business Data Scientist | Kaléo Inc.

2020 – 2022

Pharmaceutical Commercial Operations

- Owned the insight generation engine and analytics architecture powering a 150+ person commercial salesforce — designing and maintaining the data infrastructure, segmentation models, and reporting systems that drove field execution and territory strategy.
- Built physician-level customer segmentation and retention models that directly targeted high-value prescribers, improving commercial precision and driving measurable revenue impact across product lines.
- Took on mentorship responsibilities across the analytics function, developing junior team members while partnering with senior leadership to embed data-driven decision-making into commercial operations.

EDUCATION

The College of William & Mary | Raymond A. Mason Graduate School of Business

Expected 2027

Master of Business Administration (Executive MBA — Part-Time, Concurrent with Full-Time Employment)

The College of William & Mary | Raymond A. Mason Graduate School of Business

Master of Science, Business Analytics (MSBA — Data Science)

Hampden-Sydney College

B.S. Mathematical Economics; B.S. Applied Mathematics | Oxford University, St. Anne's College — Virginia Program at Oxford

TECHNICAL ENVIRONMENT

Core: Python, R, SQL · **ML & Statistics:** scikit-learn, PyTorch, TensorFlow, XGBoost, LightGBM, GLMs, Time Series, Bayesian Methods, LLMs & RAG · **Engineering & Cloud:** Apache Airflow, Dagster, Dataiku, Databricks, Snowflake, Azure, AWS, SQL Server, PostgreSQL, Docker · **MLOps:** MLFlow, Git/GitHub, CI/CD, Flask, FastAPI · **BI:** Tableau, Power BI, Streamlit, Plotly/Dash, R Shiny · **Domain:** P&C Insurance, Reinsurance, Actuarial Analytics, Regulatory Modeling, Pharmaceutical Commercial Ops