

Monte Anderson

Senior Implementation Engineer | Integrations, Automation & Data

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Professional Summary

Senior Implementation Engineer with 10+ years owning technical deployments for SaaS platforms in HR, payroll, benefits, and healthcare, from discovery through go-live. Primary technical contact for enterprise clients and vendors, turning complex data and business requirements into SQL, ETL, and API-based integrations. Builds Workato automations, configures SSO and SCIM with Okta and Microsoft Entra ID, and proactively builds internal tools when a manual process slows the team down. Founder of Anderson Technologies, an LLC that builds and hosts full-stack web applications.

Professional Experience

Senior Implementation Engineer | Forma | Fremont, CA (Remote) Aug 2021 – Present

- Build and maintain **Workato (iPaaS)** automations that deliver payroll reporting for hundreds of employer clients, orchestrating API-based workflows that replaced manual report preparation.
- Own end-to-end technical deployments as the primary point of contact for vendor integrations, translating client-specific data and business requirements into scalable implementation plans.
- Write complex SQL queries against production data to build custom payroll and benefits reports and to investigate client data issues.
- Configure SSO and SCIM provisioning with Okta and Microsoft Entra ID (Azure AD) as part of each customer's deployment, giving employees secure, automated account access.
- Proactively built a web-based pre-tax/post-tax file checker (PHP, MySQL) that pinpoints the exact line of each error in files thousands of lines long, cutting manual review time for the customer success team and shortening client onboarding.
- Partner with third-party vendors, customer success, and engineering to troubleshoot integrations and tailor each rollout to enterprise requirements.

Founder & Developer | Anderson Technologies (LLC) | Macomb, IL Part-time, ongoing

- Design, build, and host full-stack web applications in PHP and MySQL, from database design through deployment.
- **Projects Tracking** (projects-tracking.com): project, ticket, and task management platform that gives teams end-to-end visibility across concurrent projects.
- **Collector Dashboard** (collector-dashboard.com): collection tracker that uses an AI API to estimate market value, refreshing prices every 24 hours.
- **Chewie's Cantina** (chewiescantina.com): multi-seller online marketplace with PayPal checkout that directs 3% of every sale to charity.

Senior Implementation Engineer | Wired4Health | Heathrow, FL Mar 2015 – Jul 2021

- Managed a team of 7 engineers, training and mentoring them on implementation systems, workflows, and best practices.
- Led end-to-end technical implementations for healthcare clients, running discovery sessions to turn complex requirements into tailored deployment plans.
- Designed and optimized SQL-based ETL processes to move large volumes of healthcare data across disparate systems and data warehouses.
- Automated recurring data integrations with Linux Bash scripts and cron scheduling, reducing manual intervention and processing errors.
- Defined data mappings with clients and internal teams and validated integrations before go-live, reducing implementation risk.

Programmer II | Susquehanna Health | Williamsport, PA Feb 2013 – Jul 2015

- Built a web-based call center application (PHP, MySQL, HTML, JavaScript) to manage patient reminder calls and track failed calls for follow-up, improving appointment adherence. The original request was only a daily appointment file.
- Wrote scripts to capture appointment data before the source system purged it, creating the historical record that made outcome reporting possible.
- Built and maintained SQL-based reporting pipelines that gave physicians and management actionable operational data.
- Optimized and extended existing data management systems to meet changing clinical and operational needs.

Technical Skills

- **Integration & Automation:** Workato (iPaaS), API-based workflow orchestration, ETL pipeline design, Linux/Bash scripting, cron scheduling
- **Data:** Advanced SQL (reporting, analytics, data warehouse pipelines), MySQL, MongoDB, Python (Jupyter notebooks)
- **Identity & Access:** Okta, Microsoft Entra ID (Azure AD), SSO, SCIM provisioning
- **Web Development:** PHP, MySQL, HTML, CSS, JavaScript, AI API integration, PayPal integration
- **Implementation:** Requirements discovery, data mapping, go-live validation, vendor and stakeholder management
- **Tools & Domains:** Zendesk, LaunchDarkly; HR, payroll, benefits, and healthcare data

Education

Bachelor of Science, Business Information Systems | Indiana Wesleyan University, Marion, IN | Apr 2014

Associate of Science, Computer Science | Indiana Wesleyan University, Marion, IN | Nov 2011