

Sahar Massachi

sahar.io | hello@sahar.io | 585-313-6649 | NYC

SKILLS

IDO

Entrepreneurial leadership

Translating tech to business to product
0 to 1 organization building
Problem scoping & solution design
Vision setting & momentum creation

Technical skill

Software and data engineering
Data and experimentation
Platform governance & public policy

Relationships & Communication

Cross-functional collaboration
Community & relationship nurturing
Partnership & strategic conversations
Public thought leadership

I USE

Python • R • Java • Expert SQL •
Hacklang / PHP • Javascript / React

I'VE USED

Machine Learning • Scala • Devops •
Android Code • Haskell • Spark •

AFFILIATIONS

FELLOW

IDDP @ GWU • 2023
Roddenberry • 2022
Berkman-Klein @ Harvard • 2021
Berkman-Klein Affiliate • 2022-2024
StartingBloc • 2014-2020

BOARDS

Louis D. Brandeis Legacy Fund for
Social Justice • 2020-now
Current Affairs Mag • Founding
Masthead

SCHOOL

BRANDEIS UNIVERSITY

B.S./M.A. COMPUTER SCIENCE
2011/2012
Minor in Philosophy
Minor in Social Justice / Social Policy

EXPERIENCE

KEYBOARDS FOR HUMANS | COFOUNDER

2024

- Designed organizing toolkit with RCT-tested content curation and LLM-powered messaging; wrote strategic playbook.
- Secured \$250K funding in 2 weeks, partnered with 10+ organizations during 3-month sprint. Report at sahar.io/kfkreport

INTEGRITY INSTITUTE | COFOUNDER, ED

2021-2024

- Conceived and built \$4M policy organization from zero, managing 10 staff and 16+ expert fellows influencing global tech regulation.
- We delivered 150+ briefings to policymakers worldwide; work informed EU regulation, Obama-endorsed US Senate bill, and more.
- Secured \$3-4M+ funding from many blue-chip foundations.
- Generated 40+ earned media pieces in top outlets and extensive public speaking; coverage in NYT, WashPo, CNN, etc.
- Built professional community from 0 to 400+ expert members with experience across 60+ platforms.

BLUE ROSE | ENGINEERING LEAD

2020

- Built and led 6-person team for a Super PAC that swung the 2020 election.
- We built engineering infrastructure for startlingly rapid, cost-effective polling and A/B testing of political messaging.
- Drove creative problem-solving: technical (text analysis, trend detection) to unconventional (cat images reducing survey dropoff).

FACEBOOK | SOFTWARE ENGINEER, DATA ENGINEER

2016-2019

- Created election integrity data system (BLY) unifying cross-functional data science and integrity teams. Cited by Mark Zuckerberg in congressional testimony; Sheryl Sandberg: "Now I can rest easy."
- Built in 10 days during 2018 Alabama special election; ran for 2+ years across multiple election cycles.
- Contributed to 2018 Election War Room by building rapid prototypes and providing strategic analysis for real-time high-stakes decisions.
- Contributed to 20% efficiency gain in open-source Presto query engine.
- Founded peer learning program for Growth data engineers; taught data infrastructure class for all Growth technical hires.

GROVO | LEAD DATA SCIENTIST

2015

- Led data strategy; delivered metrics that unblocked Series C funding.

WIKIMEDIA | DATA ENGINEER & SCIENTIST

2013-2014

- Built infra that doubled fundraising revenue year-over-year via A/B testing.
- Created teaching tool from 5+ years of A/B testing data; now used to onboard all new hires.

INNERMOST LABS | CO-FOUNDER

2012-2013

- Built conference app startup; led 4-person technical team.

SELECTED PUBLICATIONS

The Data Warehouse Setup No One Taught You and Stop Using SCD-2 • DataExpert.io (2025)
How to save our social media by treating it like a city • MIT Technology Review (2021)
A Meta-Proposal for Twitter's Bluesky Project • SSRN (2023, coauthored)
Foreword • *Introduction to Generative AI* • Manning Publications (2024)
How to Get Statistics Right in AB Testing: The Short Answer • O'Reilly, StrataConf (2014, coauthored)