February 1, 2026

Hiring Manager
Natera

Re: Director of Data & AI Governance

I am writing to express my strong interest in the Director of Data & AI Governance position. With over 10 years of experience building and operationalizing data and AI governance frameworks in FDA-regulated pharmaceutical and biotech organizations, combined with hands-on expertise embedding technical governance controls into data pipelines and ML systems, I am excited about the opportunity to establish enterprise-wide governance programs that ensure safe, compliant, high-quality data and AI.

Throughout my career at Regeneron, Takeda, Gilead Sciences, and Redica Systems, I have built comprehensive data governance programs and AI governance frameworks that balance robust controls with practical implementation. At Gilead, I established an enterprise data governance program for Medical Affairs managing HCP/HCO healthcare reference data-I defined data management strategy, implemented data quality frameworks with automated validation and testing, built enterprise data catalogs with metadata management and lineage tracking, and ensured HIPAA compliance for healthcare professional information. I chaired cross-functional governance forums with Legal, Regulatory, Quality, IT, and Medical Affairs stakeholders, led a federated stewardship model where business units owned data while governance enforced consistency, and developed vendor governance frameworks for third-party data providers. Critically, I embedded data quality checks and lineage tracking directly into data pipelines, ensuring governance guardrails were adopted without friction in engineering delivery.

My AI governance experience includes building and operationalizing frameworks for production AI/ML systems. At Redica Systems, I developed comprehensive AI governance for a production LLM classifier processing FDA regulatory data-I implemented risk management including validation frameworks using confusion matrices, documentation of model behavior and limitations, bias testing, monitoring dashboards, drift detection, and audit trails. I translated governance policies into technical implementations by embedding data quality controls into ETL pipelines in Snowflake, implementing automated validation rules and anomaly detection, and ensuring compliance with FDA regulatory standards. At Takeda, I embedded governance controls into ML model deployment pipelines for manufacturing and quality predictions, implementing model registries, version control, performance monitoring, and explainability documentation. I have hands-on experience with the technical aspects of governance-building frameworks, deploying controls in code, and integrating governance into CI/CD workflows for ML systems.

My healthcare regulatory experience spans FDA regulations, 21 CFR Part 11, GxP compliance in pharmaceutical manufacturing, and HIPAA compliance for healthcare reference data at Gilead. I have presented at industry conferences (CHPA, ISPE) on AI applications in FDA-regulated industries including ethical considerations and regulatory compliance requirements. I have tracked external regulatory trends and understand emerging AI regulations including NIST AI RMF, EU AI Act, and FDA AI/ML guidance. While my governance experience has been primarily in pharmaceutical manufacturing and quality operations rather than dedicated governance leadership roles for 15 years, the core competencies-building governance councils, implementing stewardship models, translating policies into

technical controls, managing vendor AI risks, driving change management and training, and ensuring regulatory compliance-are directly applicable. I have proven ability to lead cross-functional governance initiatives, influence executive stakeholders, and build cultures of responsible data and AI adoption. I would be excited to bring this combination of technical governance expertise, regulatory compliance experience, and hands-on implementation capability to establish enterprise-wide data and AI governance programs at your organization.

I would welcome the opportunity to discuss how my experience building data and AI governance frameworks in regulated pharmaceutical environments can contribute to your governance vision. Thank you for considering my application.

Sincerely,

Matt Oremland, PhD