February 1, 2026

Hiring Manager
Salesforce

Re: Sr. Director, Enterprise Data Governance

I am writing to express my strong interest in the Sr. Director, Enterprise Data Governance position at Salesforce. With over 10 years of experience building and operationalizing data governance frameworks in FDA-regulated pharmaceutical and healthcare organizations, combined with proven expertise in policy development, regulatory compliance, and executive stakeholder management, I am excited about the opportunity to provide enterprise-wide leadership for data governance that ensures data is trusted, secure, compliant, and AI-ready.

Throughout my career at Regeneron Pharmaceuticals, Takeda Pharmaceuticals, Gilead Sciences, and Redica Systems, I have defined and evolved enterprise data governance strategies aligned to business priorities and regulatory obligations. At Gilead, I provided enterprise-wide leadership for data governance across Medical Affairs-I defined the governance strategy, policies, and operating model for HCP/HCO healthcare reference data ensuring HIPAA compliance and fitness for analytics. I acted as trusted advisor to executive stakeholders, chaired governance forums with Legal, Regulatory, Compliance, IT, and Security teams, and embedded governance as a core enterprise capability. I established data policies for quality, classification, metadata management, lineage, and access controls, built data catalogs enabling discovery and stewardship alignment, and defined KPIs with executive dashboards providing transparent reporting on governance health. At Redica Systems, I defined governance strategy for pharmaceutical clients establishing policies and standards for data management, partnered with Legal, Compliance, Quality, and IT teams to enforce regulatory requirements, and provided transparent reporting on policy compliance and data quality metrics.

My governance expertise extends to AI and advanced analytics use cases. At Redica, I built and operationalized an AI governance framework for a production LLM classifier-I defined policies for model validation, bias testing, monitoring, audit trails, and risk management ensuring responsible AI deployment. This positions me well to support Salesforce's Agentic Enterprise capabilities by establishing governance that enables AI-driven use cases while maintaining trust, security, and compliance. I have extensive experience with governance controls supporting regulatory compliance and audit requirements. At Takeda, I implemented governance supporting SOX-like internal controls and audit requirements, provided transparent reporting on validation status and data integrity, and established governance for ML model deployment including policies for validation, version control, and monitoring. At Regeneron, I partnered with Quality Assurance and Regulatory Affairs teams to ensure data management met FDA requirements and internal audit standards. I have led governance enablement programs including data steward training, documentation of best practices, and maturity assessments.

While my governance experience has been in pharmaceutical and healthcare organizations rather than technology companies, and embedded within broader data science and analytics leadership roles rather than dedicated governance positions for 12+ years, the core competencies are directly transferable. I excel at defining governance strategy, establishing policies and standards, implementing operating models, partnering with cross-functional stakeholders (Legal, Compliance, Security, IT, business

domains), building high-performing teams, and communicating effectively with executive leadership. I am familiar with governance-as-code concepts, metadata management, and data observability through my hands-on platform work, and I am eager to deepen expertise in Data Mesh enablement and industry maturity frameworks like DCAM. My background supporting AI/ML systems in regulated environments positions me well to ensure governance enables advanced analytics and agent-based platforms. I have presented at industry conferences on AI governance and regulatory compliance, demonstrating thought leadership and external credibility. I would be excited to bring this combination of governance expertise, regulatory compliance background, AI governance experience, and executive stakeholder management to lead Salesforce's Enterprise Data Governance function.

I would welcome the opportunity to discuss how my experience building enterprise data governance programs in regulated organizations can contribute to Salesforce's governance strategy and AI readiness. Thank you for considering my application.

Sincerely,

Matt Oremland, PhD