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July 2, 2025
Sarina M. Simpson
Clean Earth

SUBJECT: Application for Change Management Manager at Clean Earth

Dear Sarina M. Simpson,

I am writing to express my strong interest in the Change Management Manager position at Clean Earth, as advertised on LinkedIn. With over 10 years of experience leading complex technology and process transformations, I have developed a deep expertise in the core principles of Organizational Change Management (OCM) by guiding organizations through significant operational shifts.

Throughout my career, I have been responsible for implementing new methodologies like SAFe and Scrum across large, globally distributed teams. This work was fundamentally about managing change: I developed comprehensive strategies to drive adoption, created communication plans to ensure stakeholder buy-in from engineers to C-level executives, and coached teams to minimize resistance and embrace new ways of working. My experience directly aligns with the responsibilities of developing change plans, conducting impact and stakeholder analyses, and ensuring successful transitions.

For example, at Globant, I led the Agile transformation for clients like Royal Caribbean and Dick's Sporting Goods. This involved creating and executing training programs, establishing new communication cadences, and continuously monitoring metrics (KPIs/OKRs) to measure the effectiveness of the change and ensure it delivered on business objectives. I am adept at working in high-pressure environments, navigating ambiguity, and integrating with diverse business units to achieve unified goals.

My background in project management has equipped me with a structured, adaptive approach to facilitating smooth transformations and optimizing organizational effectiveness. I am confident that my practical experience in leading successful change initiatives makes me an excellent candidate for this role.

Thank you for your time and consideration. I look forward to the possibility of discussing my qualifications further.

Sincerely,

Your Name CAREER_SUMMARY: Adaptive Project Manager with 10+ years of experience leading organizational transformations and delivering complex digital projects across diverse industries. Expert in driving the adoption of new technologies and methodologies (Agile, SAFe) for global teams. Skilled in creating and executing change strategies, stakeholder engagement, and executive reporting to ensure successful transitions and achieve key business objectives. SKILLS_TITLE_1: Change Management & Strategy SKILLS_DESC_1: Organizational Change Management (OCM), Stakeholder Analysis & Engagement, Change Impact Assessment, Communications Planning, Resistance Management, Training & Coaching. SKILLS_TITLE_2: Program & Project Management

SKILLS_DESC_2: Agile Methodologies (SAFe, Scrum, Kanban), Project Lifecycle Management, KPI & OKR Tracking, Budget & Scope Control, Risk Management, Executive Reporting (RAG). SKILLS_TITLE_3: Leadership & Operations SKILLS_DESC_3: Cross-Functional Team Leadership, Performance Optimization, Process Improvement, Release Management, Production Support Strategy, RFP Analysis & Proposal Development. SKILLS_TITLE_4: Technologies & Platforms SKILLS_DESC_4: Cloud (AWS, GCP), AI & GenAI Solutions, Enterprise Systems (CRM, ERP), JIRA, Confluence, SDLC Management, E-commerce Platforms. JOB_TITLE_GLOBANT: Project Manager COMPANY_SUMMARY_GLOBANT: A digitally native company reinventing businesses through innovative technology solutions, AI, and software consulting for global enterprise clients in various industries. COMPANY_BULLET_1_GLOBANT: Spearheaded Agile (SAFe) transformation for Royal Caribbean, coaching 3 teams and boosting delivery predictability to align with quarterly business goals. COMPANY_BULLET_2_GLOBANT: Drove a 40% e-commerce performance improvement for Dick's Sporting Goods by leading teams through a complex Core Web Vitals optimization initiative. COMPANY_BULLET_3_GLOBANT: Orchestrated stakeholder communications, translating complex project data into RAG status reports for C-level review to facilitate strategic decision-making and ensure alignment. JOB_TITLE_MANGOSOFT: Project Manager COMPANY_SUMMARY_MANGOSOFT: A software development firm delivering custom solutions for media, sports, and healthcare industries by leveraging cloud services and big data technologies. COMPANY_BULLET_1_MANGOSOFT: Implemented Scrum methodologies for Concacaf, standardizing workflows and delivering new media streaming features that enhanced fan engagement and platform stability. COMPANY_BULLET_2_MANGOSOFT: Managed the end-to-end lifecycle for a new voice-to-text healthcare app, leading to successful user adoption and improved clinician workflow efficiency. COMPANY_BULLET_3_MANGOSOFT: Led the implementation of AWS-based imaging data transfer solutions for clinics, improving data accessibility and integration with patient portal systems. JOB_TITLE_TIPI: Technical Project Manager COMPANY_SUMMARY_TIPI: A technology company providing integrated hardware and software solutions, including bodycams and management software, for public safety and healthcare organizations. COMPANY_BULLET_1_TIPI: Led the end-to-end deployment of a bodycam and software solution for the Colombian Police, successfully rolling out over 3,000 devices nationwide. COMPANY_BULLET_2_TIPI: Established the operational support workflow for new hardware/software systems, ensuring seamless user adoption and high uptime for mission-critical public safety tools. COMPANY_BULLET_3_TIPI: Directed the implementation of a nurse call system across 10+ hospitals, improving patient care response times and streamlining critical clinical communications. JOB_TITLE_ITBIGBOSS: Technical Project Manager COMPANY_SUMMARY_ITBIGBOSS: A SaaS provider delivering point-of-sale (POS) and business management software for restaurants, fitness, and retail sectors across Latin America. COMPANY_BULLET_1_ITBIGBOSS: Led the full SDLC and implementation of a SaaS POS system, driving adoption by over 1,000 small businesses and increasing market penetration. COMPANY_BULLET_2_ITBIGBOSS: Managed complex system integrations with biometrics, payment processors, and accounting apps, enhancing product value and streamlining client business operations. COMPANY_BULLET_3_ITBIGBOSS: Directed product development and operational support, delivering continuous feature enhancements that maintained high customer satisfaction and reduced churn for a growing user base. JOB_TITLE_BODYTECH: IT Manager COMPANY_SUMMARY_BODYTECH: A leading chain of health and fitness centers in Latin America providing comprehensive wellness services and medical sports training across multiple countries. COMPANY_BULLET_1_BODYTECH: Led the company-wide implementation of Microsoft Dynamics CRM & ERP, transforming sales, billing, and operational processes across more than 60 locations. COMPANY_BULLET_2_BODYTECH: Managed IT infrastructure expansion into Colombia, Peru, and Chile, establishing the technology backbone that supported rapid business growth and standardized operations. COMPANY_BULLET_3_BODYTECH: Established the corporate IT Service Desk from

scratch, implementing support processes that improved system uptime by 20% and enhanced employee productivity.