SEBASTIAN OCHOA ALVAREZ

Orlando, FL · (786) 475-0772

sebastian.ochoa.alvarez@gmail.com · www.linkedin.com/in/sebastianochoaalvarez

PROFESSIONAL SUMMARY

Adaptive Project Manager with 10+ years of experience leading complex, cross-functional initiatives in high-growth technology environments. Expert in driving organizational effectiveness by scaling people programs, including managing staffing processes for 150+ roles and implementing team development frameworks. Excels at translating business needs into actionable project plans, managing risks, and delivering data-driven KPI reporting to C-level stakeholders. An expert in Agile, SAFe, and hybrid methodologies, dedicated to enhancing operational efficiency and ensuring strategic alignment across global teams.

KEY SKILLS

- **Project & Program Management**: Strategic Planning Risk Mitigation Stakeholder Management Budget & Scope Control KPI & OKR Reporting
- **People Operations & Organizational Development**: Large-Scale Staffing (150+ roles) Talent Systems (ATS/HRIS processes) Team Coaching & Career Pathing Change Management
- **Methodologies & Tools**: Agile Scrum Kanban SAFe Waterfall Jira Confluence Power BI
- **Technical & Business Acumen**: Data Streaming Concepts AI & GenAI Cloud Platforms (AWS GCP) E-commerce Finance Healthcare
- **Languages**: Spanish

PROFESSIONAL EXPERIENCE

Project Manager   08/2021 - 07/2025

Globant, Medellin, Colombia

A digitally native company offering innovative technology solutions, focusing on AI-driven software development and consulting to reinvent industries and foster growth for global clients.

- Led a large-scale organizational development initiative for a major bank, defining and executing staffing processes for 150+ technical roles, improving team-building efficiency.
- Drove cross-functional alignment for Royal Caribbean by creating KPI dashboards and translating team execution into clear RAG status reports for C-level stakeholder decisions.
- Enhanced operational efficiency for Dick's Sporting Goods by implementing Agile frameworks, leading to a 40% performance improvement on their core e-commerce platform.
- Directed strategic planning and PI Planning for global teams, managing project constraints (budget, scope, risk) to ensure on-time delivery of complex software solutions.

Project Manager   01/2020 - 07/2021

Mango Soft, Miami, FL

A software consultancy specializing in cloud services, big data, and custom development for clients in media and healthcare sectors.

- Managed end-to-end project lifecycles, translating client business needs into actionable project plans for media streaming and healthcare data applications.
- Implemented people programs by leading the staffing process for over 10 engineering roles, ensuring team readiness and accountability for project execution.
- Established KPI reporting and project documentation standards, improving stakeholder communication and delivery consistency for fixed-price contracts across multiple client projects.

Project Manager   01/2019 - 12/2019

TIPI, Medellin, Colombia

A technology firm developing integrated hardware and software solutions for public safety, law enforcement, and healthcare sectors.

- Led project execution for a government contract, delivering over 3,000 bodycam units by managing scope, quality, and deployment schedules under strict regulations.
- Directed the full software development lifecycle and operational workflows, mitigating risks to ensure compliance and successful implementation in high-stakes environments.
- Coordinated cross-functional engineering teams and defined staffing needs, building the capacity required to support SaaS product delivery to 10+ clinics and hospitals.

Project Manager   08/2012 - 12/2018
IT Big Boss Software House, Medellin, Colombia
A software house that created and scaled a SaaS POS solution for over 1,000 small businesses in the retail and wellness industries.

- Oversaw the entire product lifecycle for a SaaS platform, managing feature development, integrations, and releases to a user base of 1,000+ businesses.
- Managed a 30-person team, incorporating employee management and development functions to drive product innovation and improve customer support response times.
- Translated diverse business needs into a unified project plan, enhancing the platform's features and improving customer retention by 15% through targeted updates.

PROFESSIONAL DEVELOPMENT
Certified SAFe 6 Agilist   01/2025
Scaled Agile, Inc

Advanced Certified ScrumMaster (A-CSM)   08/2024
Scrum Alliance

Certified Scrum Product Owner (CSPO)   09/2023
Scrum Alliance

Certified ScrumMaster (CSM)   07/2022
Scrum Alliance

EDUCATION
Bachelor of Science (B.S.), Computer Engineering   12/2005
Politecnico Colombiano Jaime Isaza Cadavid, Medellin, Colombia
A highly-accredited Colombian institution distinguished by its robust technological and engineering focus, cultivating analytical and practical expertise in advanced computing and IT systems.

Graduate Certificate, Technology Management   12/2008
EAN University, Bogota, Colombia
A pioneering higher education institution focused on sustainable entrepreneurship, empowering professionals in strategic technology and innovation.