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July 31st, 2024

Gregg Fairweather

PayTech

**SUBJECT:** Application for HCM Project Manager, Private Equity at PayTech

Dear Gregg Fairweather,

I am writing to express my strong interest in the HCM Project Manager, Private Equity role at PayTech, as advertised on LinkedIn. With over 10 years of experience leading complex, high-stakes technology projects and acting as a strategic consultant for enterprise clients, I am confident in my ability to deliver the transformational results your private equity partners and their portfolio companies expect.

In my role at Globant, a key challenge was ensuring that large-scale digital transformation projects for clients like Dick's Sporting Goods delivered measurable value while navigating complex stakeholder landscapes. I took ownership of the entire project lifecycle, developing strategic roadmaps, leading PI planning sessions, and establishing clear KPIs to track progress against business objectives. This hands-on, adaptive approach resulted in a 40% improvement in e-commerce platform performance and consistently on-time, on-budget delivery, directly aligning technology investments with value creation goals.

Similarly, when tasked with a major datacenter migration for Banco de Chile, I addressed the problem of coordinating a massive, distributed workforce by designing and implementing a Scrum of Scrums framework. I led the strategic staffing of over 150 technical roles and mentored five other scrum masters, creating a high-performing PMO structure. The result was a successful, large-scale systems integration that met all strategic objectives, showcasing my ability to manage the technical and human capital aspects of transformational initiatives, much like those in an M&A context.

I am particularly drawn to PayTech's focus on becoming a trusted strategic partner within the private equity ecosystem. My career has been dedicated to not just managing projects, but to understanding client objectives, identifying new opportunities for value, and guiding C-suite stakeholders through critical decisions. I am eager to apply my expertise in risk mitigation, strategic planning, and team leadership to help your clients maximize their HCM system utilization and achieve their investment thesis.

Sincerely,

Sebastian Ochoa Alvarez