

SEBASTIAN OCHOA ALVAREZ

Orlando, FL · (786) 475-0772

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

July 31st, 2025
Alexandra Amico
Confluent

SUBJECT: Application for Program Manager, People Strategy & Enablement at Confluent

Dear Alexandra Amico,

I am writing to express my enthusiastic interest in the Program Manager, People Strategy & Enablement role at Confluent. Your position as a leader in real-time data streaming creates a dynamic, high-growth environment where operational excellence within the People function is critical. My background in driving large-scale strategic initiatives and enabling organizational effectiveness is directly aligned with the needs of this role.

In a previous role, a key challenge was managing rapid organizational growth without standardized processes, leading to inconsistencies in project delivery and team performance. I addressed this by designing and implementing a Scrum of Scrums framework for over 100 professionals at Banco de Chile. I coached five Scrum Masters, established unified KPI/OKR reporting, and scaled best practices across the program. This action served as a strategic transformation, improving operational efficiency and ensuring all teams were aligned with executive goals.

Furthermore, I have direct experience with people processes and systems. Faced with the need to quickly build multiple high-performance teams, I led the end-to-end staffing program for over 150 technical and project roles. I translated business needs into clear job requirements, managed the hiring pipeline, and coordinated the selection process, effectively acting as the operational lead for this critical HR function. This resulted in a streamlined talent acquisition process, reducing time-to-fill and building the skilled teams necessary to drive project success.

My experience in strategic planning, cross-functional project leadership, and performance metrics has prepared me to be the "operational glue" for your People team. I am eager to discuss how I can contribute to Confluent's continued success by enabling its most valuable asset: its people.

Sincerely,

Sebastian Ochoa Alvarez