

Job.com

Stan Sedberry, Chief Product Officer

October 20, 2026

NACE Admissions Committee
Pontificia Universidad Católica de Chile

Dear Members of the Admissions Committee,

I am writing to recommend Maximiliano Moldenhauer for admission to your program. I am the Chief Product Officer at Job.com, a staffing and recruiting company in the United States, and I have worked directly with Maximiliano since October 2026 as his manager. He joined us as a software engineer on the small team that is rebuilding Job.com's recruiting platform, and he has been one of its central contributors from his first week.

Maximiliano's first assignment was the integration between our recruiting system of record and the database of the new platform. He designed and delivered it within a day of our kickoff, with tests and documentation, and it has run in production since. He then took ownership of the platform's candidate-matching engine, the component that ranks and grades candidates against open job orders, and reworked it end to end: the data model, the scoring, the database migrations with a rollback plan, and the operational checks for turning each change on safely. Alongside that work he completed a security and reliability audit of our backend and built the pricing and submission-packet logic recruiters will use every day.

What stands out, beyond the speed and quality of his engineering, is his judgment. Maximiliano documents what he builds in plain language, writes down the product decisions his code depends on and brings them to me with a recommended answer rather than leaving them implicit, and is honest about trade-offs and risk. He works across time zones with a distributed team and communicates clearly and reliably. Before joining us he had built a complete applicant-tracking system of his own, and that depth shows in how he reasons about systems as a whole.

I have full confidence in Maximiliano's abilities and character, and I support his application without reservation. He would be a strong addition to your program, and I am glad to answer any questions the committee may have.

Sincerely,

Stan Sedberry
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