## Senior Product Manager

As Senior Product Manager you will lead the strategy, roadmap and execution of a key strategic product line with autonomy and ownership to deliver success for your customers. Your own team of product professionals will cover the complete spectrum of product management from long term vision and planning, through roadmaps and prioritisation, to backlog, execution and delivery.

You will be curious, proactive and passionate using a data-led approach to customer-centric roadmaps. You will gain deep insights into customer pain points and challenges, informing every step of your product evolution, translating this to the ‘what’ and ‘why’ of your products’ existence.

You will think beyond the parts of your product line to deliver a whole experience that not only solves your customers’ challenges but exceeds their expectations, owning and driving the commercial success as a result.

## Responsibilities

* Engage directly with your existing and potential customers to develop a deep and empathetic understanding of their needs, pains, challenges and their own strategy.
* Collaborate closely with senior business stakeholders to understand their challenges, needs, drivers and goals and those of the business as a whole.
* Define vision and high-level product strategy for your key strategic product line which act as anchors for roadmap and prioritisation, reinforcing all activities within your team. Your vision should align with the wider business vision and goals and with other product lines.
* Create, maintain and communicate a product roadmap which delivers the strategic themes and moves the product line towards the vision.
* Seek out, gather and track commercial, user and sentiment metrics about your product as well as identification of key risks. Determine activities in the roadmap which will positively impact these metrics, confirmed through your tracking.
* Gain a broad and deep understanding of the competitive landscape of your products, displaying awareness of and acting on trends, threats and opportunities.
* Seek commercial value within your roadmap to drive growth and opportunity, quantifying the impact and contributing to financial and sales forecasting for your product line in the process.
* Collaborate with your Engineering teams to develop best-practice solutions that satisfy your roadmap needs whilst allowing for close attention to architecture, security, scalability and code quality, as well as nurturing innovation and ideas.
* Drive excellence in GTM activities, before during and after development, communicating the value and benefits to customers and internal business stakeholders, and ensuring implementation, support, customer success, sales and marketing are all equipped to deliver a great and evolving experience for our customers.
* Line-manage, motivate and inspire your own product team providing them with leadership, coaching and career development opportunities alongside the day to day activities of product execution.
* Drive an understanding of vision, strategy, risk-management, commercial thinking and customer-centric behaviour in your team to ensure these are all considered in their own decision-making.

## What do we expect from you?

* Curious, proactive and passionate individual who works autonomously and thrives on ownership of their product.
* Confident and proactive in collaboration with senior stakeholders and customers and able to ‘walk in their shoes’ to best serve them.
* Strong and confident communicator, acting as a bridge between technical and commercial, able to adapt your language and style to the audience in front of you.
* Working knowledge of technical and architectural concepts enabling robust design collaboration with Engineering but will avoid solutionising, focussing instead on the why and the what.
* Fluent in data-driven decision making.
* Strong understanding of business, finance and commercial metrics, terminology and KPIs and a keen sense of how your product roadmap can positively impact them.
* Proven ability to lead a team, inspiring them to better themselves at every opportunity.

## Who will you be?

* 5+ Years as a Product Manager
* Proven track record of executing and delivering SaaS product roadmaps.
* Substantial experience in stakeholder management in a product environment.
* Line management experience
* Strong communication skills with a proven ability to make the complex simple.
* Extensive experience in SaaS HR solutions for SME businesses.