

WELCOMETO

PRODUCT HIRING HOUSE



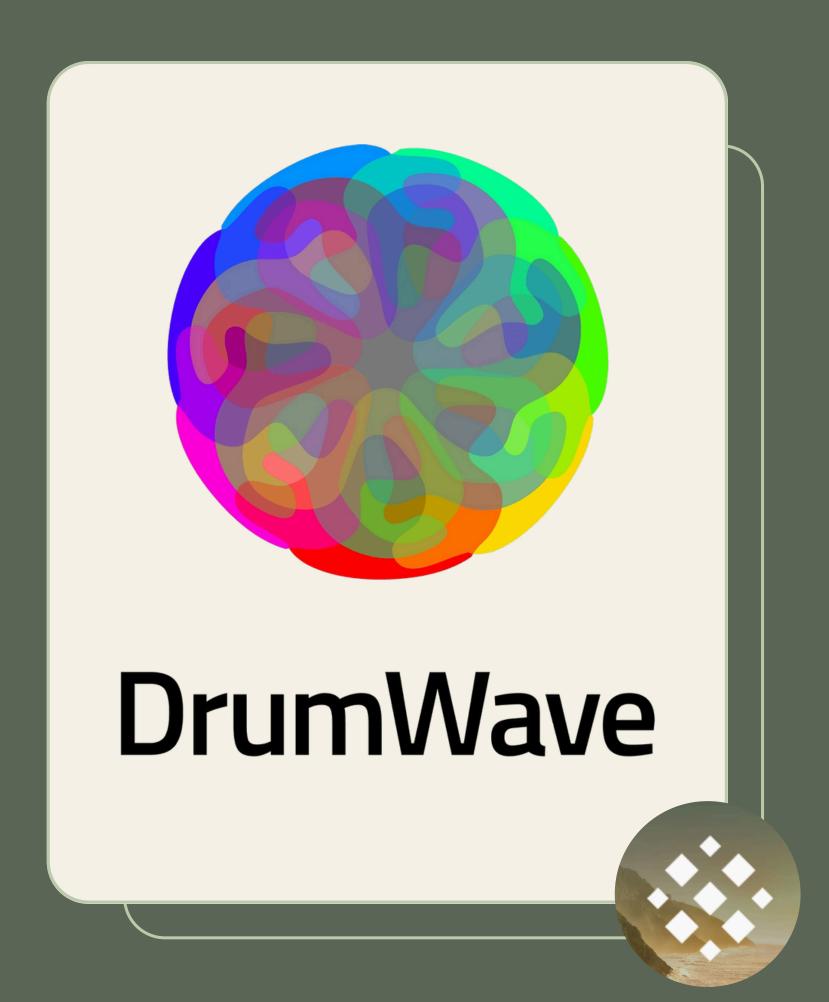
Company Profile /

- What They Do: Data ownership & monetization platform for Enterprise.
- Size: Seed > Series A, 80 people.
- Hiring Need:
 Build Product & Design functions from the ground up during early phases of growth.
- Hiring Challenges:
 Niche location, data skillset,
 technical product depth, with
 strategic headcount timelines.

Hiring Objectives 7

- Visionary Product Leaders:
 Place hands-on PMs & Designers
 who can drive vision, strategy,
 execution, & team development.
- Accelerated Time-to-Hire:
 Average 4-6 weeks per role.
- End-to-End Recruitment:
 Fully embedded, serving as an extension of internal Talent team.
- Talent Retention:
 Coach new hires on the 'how' and 'why' of the role & company, with strong alignment to mission.





Product Org Building

Product Management

- Director of Product, Data Logistics
- Lead Technical Product Manager, Infrastructure
- Lead Product Manager, Marketplace
- Sr. Product Manager, Digital Wallet

Product Design

• Founding Head of Product Design



INSIGHT RECRUIT HIRE



Close partnership with Chief Product Officer to define the intricacies of their complex Product and Design hiring needs.

Defined a robust hiring roadmap, acting as a strategic talent partner and extension of the internal Product & Talent teams.

Scoped out job requirements (location/industry/skills), process to assess strong mutual match, and prioritization frameworks.

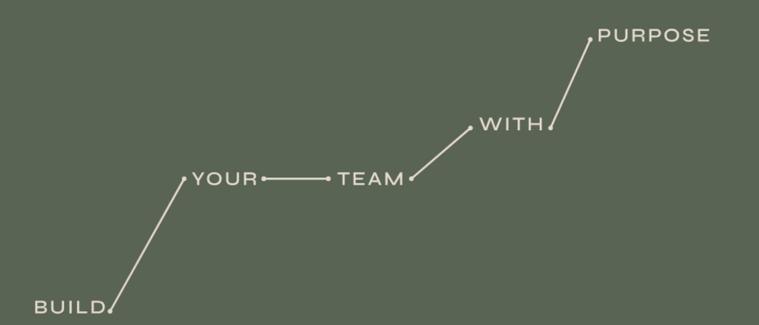
Identified senior player-coach candidates with data/AI/ML experience at leading startups, prioritizing quality over quantity.

Interviewed candidates, assessing nuanced skillsets,

Guided candidates through a personalized process, prioritizing onsite team meetings with optional participation in product planning sessions to enhance product knowledge and buy-in.

Interviewed, onboarded, and hired 4 Lead Product Managers & 1 Founding Designer in ~6 months with strict requirements and role qualifications.

New hires joined the team with first-hand understanding of product positioning, role expectations, and existing rapport with teammates and hiring manager.



Work with the Experts

Unlock the best talent effortlessly by partnering with industry experts who understand your startup needs.

