PeopleAsset ™ Search
Talent
Organization

Executive Search

Vice President, Product Management
(US Based)

For a Global Enterprise Product organization in the
Procurement & Supply Chain space

Technology Practice

2021

Background

Our client is a fast-growing Enterprise product organization headquartered in the US and is a global procurement and supply chain consulting powerhouse, the leader in direct and indirect procurement software and best-in-breed provider of managed procurement services.

What was the exact ask/ role specification

The client was looking to bring onboard a Vice President of Product Management specifically based out of their HQ in the east coast of the United States of America. This person will need to bring in the experience of building enterprise procurement or / and supply chain products and will help define the next generation of the product/s. This role will work very closely with the founders and the leadership.

This role would report to the Global Head of Product Management and be based out of the East Coast of the United States of America.

The process

We started working on the mandate by creating a universe of all their competitors and organizations creating global enterprise products. From these organizations we created a pool of potentially suitable candidates. In this pool, we focused on candidates who had deep and hands-on experience in building global enterprise products ground up and leading teams for the same.

We created a longlist of 30 candidates and presented them to the HR Leadership for their review and feedback. Each candidate was discussed at length and feedback shared. This was in-turn incorporated into the filters that we used while identifying and evaluating the longlisted candidates as we initiated the discussion process with them.

We aggressively went after candidates from the competitor set of organizations and were able to turn around with the first set of 3 profiles from the candidates shortlisted by the client from the longlist. As the candidates went through the interview process the client was able to fine tune the ask to ensure that the second set of candidates who were presented was a closer match. We expanded the search and presented a second batch of 3 candidates for evaluation. The client was able to identify the candidate they were looking for from this new batch. The candidate went through multiple rounds with the founding team and the leadership team.

We evaluated candidates based on their past experiences to create, manage, and own the product vision and roadmap, their ability to work with multiple functions such as sales, customer success and marketing to ensure the right messaging to the customers and seeing the product through successful understanding and implementation in the initial period. The chosen candidate brought more than 25 years of total experience building start-ups as well as working with large product organizations. Additionally, he worked with a competitor of the client and knew the industry quite well which meant that he was hitting the road running.

PeopleAsset differentiator

- Extensive research conducted about the client and the industry.
- Deeply understand the role and the client's unsaid ask well to ensure that minimal time is spent on iterating with presentation of multiple profiles.
- Engage with candidates in a credible manner to build confidence and trust in their interactions with us as well as the client.
- Multiple rounds of thorough evaluation from our end which focused not just on the past experiences but also on the cultural fitment that the candidates brought in.