

Director of Product



Phone :
Web :

Job Summary

Vacancy :
Deadline : Aug 31, 2024
Published : Jul 31, 2024
Employment Status : Full Time
Experience : Any
Salary :
Gender : Any
Career Level : Any
Qualification :

Job Description

About Us:

We exist to modernize the way that vendors and property managers work together. We do this by building industry-specific vendor management & procurement software that connects over 6,000 buildings & 40,000 vendors in a single marketplace. We improve efficiency & reduce cost for property managers while driving new business to vendors across the continent.

We're one of the fastest-growing Toronto startups, a certified "[great place to work](#)," and in 2023 recognized as one of the [Best Workplaces in Canada](#). VendorPM is backed by world-leading SaaS & PropTech funds, including; Bessemer Venture Partners, the former CEO of Twitter, Real Estate leaders, Prudence VC & Navitas Capital.

Our team is passionate about growth, innovation, and collaboration - if you are passionate about making an impact and putting in the work to get there, you're likely a great fit for our team!

The Role

As the Director of Product, you've built products to scale, and have a track record of leading high-performance teams. You'll get to make and drive significant decisions that have a high level impact on the business while redefining the industry. Ideally, you have experience in leading Product in a B2B/B2C marketplace; supporting a business from Series A fundraising, through multiple rounds and perhaps a successful exit.

As a Member of Our Team You Will

If you are looking for an environment where creativity and ingenuity are highly valued and where success requires close collaboration with the rest of your team, this role may be a great fit for you!

- **Collaborate on product strategy, road-mapping, and accountable for roadmap execution across the organization.**
- **Create and empower a professional product management discipline.** You'll lead a multi-functional product team and contribute to the recruitment of experienced Product Managers, Designers and Data Analysts from your network who have overseen multiple stages of the lifecycle as needed.
- **Hire experienced product managers** who have shipped products at scale and then managed them through their lifecycle.
- **Represent product management across the organization.** Product is the central spoke in communicating with, integrating feedback from, and pushing back on design, engineering, sales, marketing, operations, customer support, and other functions. This means product managers need to build deep relationships in each team and be able to work with many different functions and personality types effectively.
- **Empower PMs in the organization to work effectively and get things done.** The director of product should also clearly define, and get cross-company buy-in on, the roles and responsibilities of PMs and the adoption of simple production processes.
- Build programs to train and support new employees. Ensure that VendorPM has proper mentoring and training to support new PMs, and work with Directors to ensure the same for all product teams.
- **Set cross-company product management processes.** Develop processes needed to run product development efficiently, prioritize product decisions, and launch products. This includes experience with a multi-functional launch calendar, writing product requirement documents (PRDs), and navigating cross-functional input and trade-offs for products. Work with the VP of Operations to ensure the adoption of these processes.

You're the Missing Piece of the Puzzle

- 10+ years experience in all aspects of Product - driving growth through innovation and relentless execution.
- Proven effective leadership of multiple functions: Product, Design, Analytics
- Our ideal candidate has experience with a B2B/B2C marketplace supporting a business through series A to exit.
- Proven experience building infrastructure to scale and at scale: defining the optimal structure.
- History of building and coaching high-performing teams who are motivated to do better and think bigger as a result of your leadership.
- Product experience making product decisions based on user data.
- Proven expertise in developing and refining internal processes to maximize velocity & quality, delivering world-class UX, and collaborating on strategy for products that range from Mobile Apps to Enterprise SaaS Platforms.
- Entrepreneurial and driven with a record of accomplishment in building and scaling intuitive, compelling consumer-focused products.
- Intimate knowledge of user-centric design principles and best practices.
- Extensive experience in developing and implementing strong research and A/B testing principles and operating processes.
- Outstanding listener, great presenter, terrific interpersonal and communication skills with strong ability to influence people at all levels and in various functions.
- Strong awareness of technology trends and potential influence on the current and future business.

Areas of Focus

- Adoption and Retention
- Marketplace Health
- Responsiveness
- Payments + factoring workflow
- Complete vendor tooling
- Smart templated RFQs with predictive pricing

What's In It For You

- Pivotal role at a high growth, venture backed company.
- Employee Stock Options
- Comprehensive health benefits package including medical care, dental and vision care, life insurance, etc and a health spending account.
- Hybrid work opportunity
- 4 weeks vacation + Paid wellness days
- Real work/life balance
- Team events
- Collaborative tight-knit team
- Ongoing learning and development opportunities
- Employer top ups for maternity and parental leave

Compensation

170-180K

Meet Your Fellow Problem-Solvers

We believe in problem-solving as a team. So why not meet your fellow problem solvers?

[Emiel Bril, CEO](#)

[Dylan Sher, VP of Operations](#)

Interview Process

We want to be a surprising and exciting place, but we also want you to know what to expect on your journey, starting with the interview process:

- ☒ Interview Process Step 1: Google Meets exploratory call with HR.
- ☒ Interview Process Step 2: Interview with VP of Product
- ☒ Interview Process Step 3: Assignment
- ☒ Interview Process Step 4: Present to panel: VP of Product, VP of Operations, VP of Engineering
- ☒ Interview Process Step 5: Final Interview

Please check out these short explainer videos to learn more about us!

Education & Experience

Must Have

Educational Requirements

Compensation & Other Benefits
