Job Title: Product Manager, Strategic Initiatives
Based in: Poland or Mexico
Reports to: Deputy Director, Strategic Initiatives

Interested candidates: Please send your CV and cover letter to careers@tent.org.

About the Tent Partnership for Refugees:
With more and more refugees displaced for longer periods of time, businesses have a critical role to play in helping refugees integrate economically in their new communities. Tent was launched in 2016 by Hamdi Ulukaya, the CEO and founder of Chobani – a multibillion dollar food company in the U.S. – to mobilize global businesses to fill this gap by helping connect refugees to work. Today, Tent is a network of 400 major companies committed to hiring, training, and mentoring refugees. Find out more at www.tent.org.

About the role:
As a Product Manager at Tent Partnership for Refugees, you'll play a pivotal role in developing, iterating and scaling technology-based solutions to help refugees get hired at multinational companies. You will be responsible for discovering the necessary product to be built; enabling developers to deliver prototypes, MVPs and products; and partnering with country teams to onboard users. This position sits on Tent's Strategic Initiatives team, which leads innovation, design, and development of technology-based solutions to help refugees get hired at scale.

Key Responsibilities:
Product discovery
Partner with Tent country team and Low Code Web Developer to discover & iterate solutions that help Tent member companies hire refugees at scale.
- Shape the product roadmap based on evidence-based strategic direction, customer discovery, and a strong handle on technical feasibility.
- Solicit, investigate and take action on feedback, bug reports, and reported hiring outcomes from refugees and Tent member companies testing and using our solutions.
- Enable, analyze and socialize cross-functional collection of evidence from prototypes, minimum viable product-based pilots and tests. This includes defining processes to update data provided by refugees and Tent member companies, both on and off product.

Product delivery
Partner with the Low Code Web Developer to deliver effective solutions.
- Articulate product roadmap and progress towards goals to Tent leadership and cross-functional stakeholders.
- Translate product roadmap into validated product requirements to create an iterative product backlog that guides development sprints with clear acceptance criteria.
- Prioritize the product backlog based on clearly articulated and evidenced considerations and tradeoffs around user value, impact on goals, and technical feasibility.
- Support product delivery as part of a small and highly collaborative team–including writing copy and overseeing freelancer or volunteer support as needed.
- Review and accept sprint tickets before they are released.
- Act as product liaison for and, in some cases negotiate contract terms with, third-party applications we integrate with to enable core functionality.

Product marketing
Partner with Tent country and communications teams responsible for marketing, pitching and onboarding users to solutions.
- Train and advise colleagues, users, and external partners so they may effectively leverage Tent solutions.
- Constantly improve marketing, pitching and training assets to enhance user experience and engagement.

Essential Skills & Experience:
- At least 6 years of work experience, with at least 3 years of experience in product management or related roles, preferably including proven use of Agile methodology
- Desire to work in a dynamic, entrepreneurial, and results-driven environment
- Strong analytical skills with a knack for quickly synthesizing and deriving actionable insights from both structured and amorphous evidence
- Proven experience managing multi-faceted initiatives at scale and with urgency
- Proven experience balancing multiple projects and shifting priorities, while working against tight deadlines in a dynamic environment
- Excellent communication and relationship building skills, with the ability to collaborate effectively with cross-functional teams and with a broad set of stakeholders
- Detail-oriented with a commitment to maintaining data accuracy and product quality
- Proven ability to ramp up on new content
- Good eye for design
- Fluent in written and verbal English
- Bachelor's degree in a relevant field or equivalent practical experience
- Demonstrated proficiency with Microsoft, Google apps and project management tools

Desired Skills, Experience & Qualities:
- Previous experience in software development and/or product marketing
- Comfort in a fast-paced role with a relatively small, ambitious, and growing organization
- Enthusiasm to receive frequent feedback from hands-on leadership
- A willingness to roll up your sleeves and tackle new challenges
- A hard worker willing to go above and beyond to deliver high-quality work
- Ability to make decisions in a changing environment
- A direct and open style of communication
- A strategic operator, with the ability to proactively find opportunities and solve problems
- An innovative thinker, with a track record of translating thinking into action and outcomes
- Intellectually curious, with a thirst for learning

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