SENIOR PRODUCT MANAGER

JOB DESCRIPTION

About us

Polymorph builds (cloud) software that grows our clients' businesses. Our work covers a variety of industries and a range of apps and IoT software projects. Our clients include startups, scale-ups and enterprises that need brand new cloud software or to upgrade or replace existing software.

Here's a very small sample of our projects:

- OneDayOnly's mobile app (retail industry)
- Absa's foreign exchange app (banking & financial services industry)
- Energy Partner's home energy system app (energy & utilities industry)
- Open Learning Technologies' student administration system (education industry)
- Bloodhound's real-time personnel management app (labour industry)
- A shipping pump manufacturer's predictive maintenance backend (manufacturing industry)

...and many more.

Join a creative team of product managers, UX designers & researchers, software architects, software developers and QA analysts & engineers dedicated to delivering software that delivers value to our clients and engaging experiences to users.

We are serious about always learning new things. We create the time and opportunities for you to learn and develop new skills and actively promote and compensate you for taking on more responsibility aligned with your career goals.
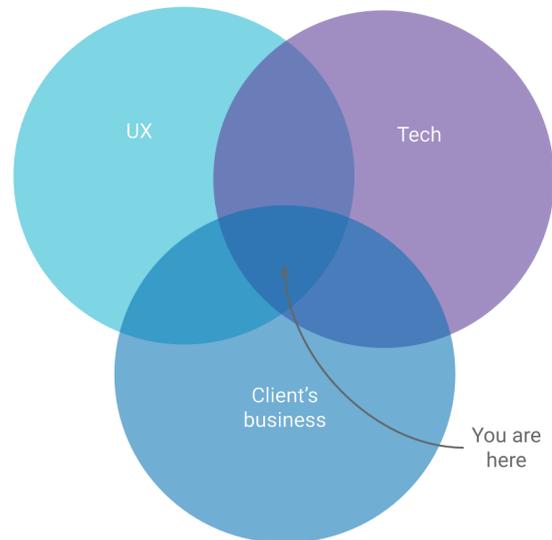
What does working with us look like?

- Exposure to a range of industries, projects and technologies

- Work in teams of product managers, UX designers & researchers, software developers and QA
- Work remotely but not in isolation
- Continuously learn about new shiny things with allocated training budget and time
- A mentor with the experience in the skills that you want to develop

About the role

Join our team as a senior product manager! It will be your job to help the client discover what software to build that would be valuable to their business, usable to their users and technically feasible. We believe a good product manager is experienced in at least one of the following areas: business, user experience or technology.

UX

Tech

Client's business

You are here

Responsibilities

Stakeholder communication and expectation management

- Keep in mind the different views of various stakeholders and explain changes to them within their context
- Facilitate decisions on scope, budget and timeline
- Lead an empowered cross-functional team (UX designers & researchers, software developers, QA analysts & engineers)

Business acumen

- Collaborate with the client and the team to determine the product context including vision, strategy and OKRs
- Compile the business case for product discovery and development
- Manage value, usability, technical feasibility and business viability risk
- Data visualisation to derive business value[1]
- Market analysis and competitive positioning[1]
- Business process mapping[1]

Lean product process

- Product owner support (the product owner is client-side and often inexperienced with making software)
- Product discovery
- Release planning and execution
- Lean analytics[1]

Project and financial management

- Project budget management
- Resource planning
- Project plan update with dependencies in mind
- Financial updates, invoicing and forecasting
- Project risk management

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[1] Nice to have

Scrum master

- Remove impediments to product development
- Facilitate retrospectives and implement Agile principles

About you

You are a phenomenal communicator who has deep empathy with all stakeholders: clients, users, UX practitioners, software developers, project sponsors, etc. You can see stakeholder issues before they arise and aren't afraid of resolving them with radical candour.

A single day for you can consist of re-establishing the focus on the product vision, refining the backlog, facilitating a design sprint, poring over the data, conducting customer discovery interviews and a myriad other things. This is no mean feat, but you enjoy the challenge.

You are extremely eager to learn and will never stop learning no matter how 'senior' you get. You are not afraid to try new techniques and can understand complex problems to such an extent that you can enable the team to address the problem effectively, using their toolbox of business acumen, UX and technology.

You are probably also entrepreneurial.

Knowledge, skills and attitude

Firstly, you need the skills to take on the responsibilities specified above. You also need a love for

- teams of creative and happy people
- closely collaborative innovation
- creating value through lean principles
- being adaptive rather than reactive

and the ability to notice and steer clear of

- being defensive
- always being right
- blame-shifting

in your own thinking and behaviour, as well as that of the people around you.

Experience

- Minimum 8 years of work experience
- Minimum 5 years experience in Agile software development
- Minimum 5 years experience as a project manager
- One of the following
    - Minimum 2 years experience as a tech Product Manager
    - Minimum 2 years experience as a Business Analyst

Nice to haves

If you tick all the required boxes, the following things will give you an edge:

- If you've started your own business before (it does not matter whether it worked out or not)
- Experience with software development in a big financial institution
- An inclination to mentor others

Location & commitments

The work is remote with quarterly co-located team events, usually at our offices in Stellenbosch in the Western Cape province of South Africa.

Contact us to apply

Send your CV to careers@polymorph.co.za or call us on +27 21 880 1034.

We strive to review applications within a few days after receiving them. We'll be in touch if you meet the minimum requirements.

Sending us your application means you're giving us permission to store and process the personal information you sent us, for the purpose of our recruitment process. To ask us to remove or update your information, please send email to careers@polymorph.co.za.