



Job Title: Product Team Lead
Based in: Spain or UK (fully remote role)
Reports to: Director, Hiring Solutions

Please note that fluency (spoken and written) in English, and at least 5 years of experience in product management or technical team leadership, are both mandatory for this position.

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 the Last Mile Product Team Lead, you will drive the effort to discover, deliver and take to market scalable and replicable solutions that help refugees and other work-authorized migrants get hired by Tent member companies across markets. This role combines hands-on product leadership and execution with strategic program management for both in-house and partner-developed products across markets, with an initial focus on Mexico, Germany and France. Join us to play a key role in the innovation, design, and development of intuitive user experiences that help thousands of migrant job seekers get hired by Tent member companies.

Key Responsibilities:

In-House Product Team Leadership and Go-to-Market Strategy

Manage the Product team, play a hands-on role in product discovery, oversee product delivery, and manage cross-functional collaboration to achieve product-market fit, starting in Mexico.

Product Team Leadership and Execution

- In collaboration with the Director of Hiring Solutions, define a compelling, evidence based, user centric, and effective product vision and strategy in line with Tent goals
- Directly manage a Product team consisting of a Product Manager, Product Marketing Manager, and a Low Code Development Manager who manages a Low Code Developer
- Drive the Product team to continuously discover and deliver a scalable and flexible product through practices that are agile, user-centered and laser focused on outcomes
- Structure and execute user discovery working closely with others in the Product team
- Ensure effective prioritization of the product backlog based on clearly articulated and evidenced tradeoffs around user value, impact on goals, and technical feasibility
- Drive effective cross-functional collaboration between the Product team and country teams to ensure product-market fit
- Ensure product legal compliance in all markets, working with external lawyers
- Identify, structure and drive strategic initiatives to strengthen the product's foundation and mitigate risk, collaborating with both paid consultants and pro-bono external experts



Go-to-Market Strategy

- Partner with the country team, the Product Marketing Manager, and other team leads to develop and iterate an effective go-to-market strategy
- Drive go-to-market strategy execution, coordinating across teams to ensure aligned delivery, and driving continuous improvement through analysis and feedback
- Oversee a Product budget that covers tech stack spend, contractor expenses, and product marketing spend

Partner-Developed Product Pilot Oversight

Oversee market-specific pilots that aim to deliver refugee hires through partner-developed products to determine their potential vis-a-vis Tent's in-house developed product.

- In collaboration with the Director of Hiring Solutions, establish goals and frameworks for ongoing monitoring, evaluation and learning that inform in-house and partner-developed products, as well as Tent's broader efforts to help member companies hire refugees
- Guide country teams leading the execution of pilots to deliver hiring outcomes through partner-developed products in order to keep pilots focused and on track
- Oversee support of country teams by the Product Marketing Manager aimed at defining product positioning and messaging
- Develop evidence-based post-pilot recommendations

In-House Product Expansion

Once Tent's in-house developed product has reached product-market fit in Mexico, manage its geographic expansion to select markets among the 11 countries where Tent operates.

- Develop evidence-based recommendations for geographic expansion of the product, including market assessment, resource planning, and implementation roadmaps
- Drive the Product team to discover and deliver a scalable and flexible multi-market product through practices that are agile, user-centered and laser focused on outcomes
- Drive cross-functional collaboration with country teams to reach product-market fit, and to execute effective market-specific go-to-market strategies, coordinating across all teams to ensure aligned and iterative delivery
- Oversee a Product multi-market budget that covers tech stack spend, contractor expenses, and product marketing spend

Essential Skills & Experience:

- At least 8 years of work experience, with at least 5 years of experience in product management or technical team leadership
- Fluent in written and verbal English
- Proven track record of successfully leading cross-functional product initiatives following Agile methodology
- Strong leadership and team management skills, with the ability to influence, lead and program manage cross-functional teams working on complex initiatives
- Strong analytical skills with a knack for quickly synthesizing and deriving actionable insights from both structured and amorphous evidence
- Strong experience in multi-market product strategy and go-to-market execution
- Experience with legal compliance, data security and risk management in digital products



- Desire to work in a dynamic, entrepreneurial, and results-driven environment
- 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
- Strong analytical and problem-solving capabilities
- Experience working with remote or distributed teams

Desired Skills, Experience & Qualities:

- Additional language skills (Spanish, French, German or Polish) a plus
- Experience scaling products across multiple international markets
- Background in workforce solutions, job sites or digital marketplace products
- Experience working with both technical and non-technical stakeholders
- Strong understanding of data privacy and security best practices
- Proven ability to operate in fast-paced and highly dynamic environments
- Track record of building and developing high-performing teams
- Experience with low-code/no-code development platforms
- Strategic mindset with exceptional execution capabilities
- Comfort in a fast-paced role with a relatively small, ambitious, and growing organization
- Enthusiasm to receive frequent feedback from hands-on leadership

Tent is an equal opportunity employer. Tent will not discriminate against any applicant for employment on any basis including, but not limited to: race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, marital status, predisposing genetic characteristics and genetic information, or any other classification protected by federal, state and local laws. We are dedicated to ensuring that individuals with disabilities are provided reasonable accommodation to participate in the job application or interview process, to perform essential job functions, and to receive other benefits and privileges of employment. Please contact us to request accommodation.