

# HEAD OF PRODUCT

**LOCATION:** London / Flexible

**CONTRACT:** Permanent, full-time

## REPORTING TO

- Chief Technology Officer

## RESPONSIBLE FOR

- A team of product specialists

## CHANGING ASSESSMENT FOR GOOD

Sova is passionate about making a difference. We design precise assessments, making no compromise when it comes to efficiency, candidate experience and effectiveness – and we do that by harnessing the expertise of our team and the latest digital technology. Every member of our team contributes to our success and no matter what our area of expertise, we are unified in our commitment to changing assessment for good and making a difference to our clients.

## THE ROLE

The Head of Product is responsible for Sova's platform offering to clients, overseeing the product roadmap and development of solutions based on analysis of customer needs and opportunities. The Head of Product communicates with customers, employees, and stakeholders to ensure that Sova's product is highly competitive, fit for purpose and future focused.

## WHAT TO EXPECT FROM THE ROLE?

- Developing the Sova platform offering through insights from the team, market research and customer buying behaviour
- Defining key features and requirements of the product based on enterprise customer needs
- Establishing strategies for product pricing and positioning
- Managing the budget for the Sova roadmap and work with multi-disciplinary technology and scientific teams to ensure delivery to time and specification
- Creating project timeline and implementation schedules
- Assisting with product launches and marketing campaigns
- Supporting sales colleagues on enterprise opportunities to understand customer needs and find appropriate solutions
- Working with Sova's marketing team to conduct competitor research and identify opportunities to maintain and build competitive edge
- Conducting profitability analysis and forecasting to develop performance of the product
- Representing Sova in client-facing events and account management settings, to position the development roadmap and build customer engagement
- You may also be expected to perform various additional tasks as necessitated to suit the needs of the business.

## WHO ARE WE LOOKING FOR?

### Skills and attributes

- Ability to conduct technological analyses and research
- Excellent communication skills and highly collaborative mindset
- Strong ability to lead customers on product roadmap journey
- Leadership and organisational abilities
- Agile, adaptable approach and resilient

- Strategic thinking
- Highly developed problem-solving skills

### Experience required

- Proven experience in a B2B enterprise product management role
- Demonstrable experience in fast growing HR tech settings
- Knowledge of technological trends to build product strategy
- Strong knowledge of technologies and software development process
- Understanding of budgets and business-planning

### WHATS LIFE LIKE AT SOVA?

As a Sova team member, your part of a close-knit group, transforming the world of talent assessment. We recognise that the sum of the team is greater than its parts, so we want people who work well as part of a team and who see shared goals as more important than their own.

We're serious about work/life balance. Our team works hard, and we know everyone needs room for family, friends, and other interests. At Sova, you'll encounter a nurturing culture that promotes professional and personal growth.

### WHAT CAN YOU EXPECT FROM US?

We believe in our values, and you can expect us to drive these through our work and commitment to you:

**Making Science Work** - We make science work in the real world, by combining our core psychological expertise with the creative use of digital technology, challenging existing thinking to reimagine what can be achieved. Our measure of success is simple – have we made the greatest measurable impact we can in order to help our clients.

**Different, Together** - We work to create something none of us could manage alone. It works because we are committed to a shared goal, value teamwork, recognise each other's strengths, and always communicate openly, honestly, and respectfully.

**Restless Spirits** - We are endlessly curious – about our science, our clients, and our industry. By questioning assumptions, embracing new experiences, and travelling beyond our comfort zone, we are able to respond with speed and agility to a constantly changing world.

**Ever Upwards** - We love achieving what we set out to achieve, as individuals, as teams and as a business. We care about working profitably and sustainably. We always look to go one better and never do anything by halves.

### **MORE OF WHAT TO EXPECT FROM US**

- Workplace Pension Scheme
- 25 days annual leave, + bank holidays
- Private Medical Care
- Ability to work flexibly and from anywhere

### **HOW TO APPLY**

To apply for this role, please send your CV to [careers@sovaassessment.com](mailto:careers@sovaassessment.com), stating the job title in the subject line.