Job Title:	Director – Product Management	Location:	Bangalore
Department/Team:	Product Management	Hiring Manager:	Nirav Rawell
Version:	1.0	Date:	12th Jan 2026

ProHance Overview:

ProHance is a fast-growing, enterprise grade B2B SaaS company focused on helping enterprises gain a clear, data-driven view of workforce productivity and operational effectiveness. Trusted by global enterprises across industries, ProHance enables leaders to make better decisions by combining deep work analytics with actionable insights.

As enterprises rapidly adopt AI and automation, ProHance is at the forefront of this shift—building AI-powered, insight-driven products that help organizations measure impact, improve productivity, and realize ROI from technology investments. With a strong foundation in enterprise-scale deployments and a growing focus on Generative AI–led experiences, ProHance is evolving its platform to shape the future of work in an AI-augmented world.

Joining ProHance offers the opportunity to work on high-impact, AI-first product initiatives while helping scale a proven platform used by large, global customers.

Job Position: Director – Product Management
Job Location: Bangalore
Experience: 10- 12 years
Education: MBA from a Tier-1 institute preferred; strong product leaders with equivalent experience will be considered
Reporting to: Senior VP – Product Management
Role Type: Individual Contributor

Role overview:

We are looking for a Director of Product to independently own and drive critical product areas within our B2B SaaS platform. This role requires a strong product leader who can translate business strategy into a clear product roadmap, partner closely with Engineering, Design, Sales, and Customer Success, and deliver scalable, AI-powered solutions to enterprise customers.

This is a hands-on individual contributor role, requiring deep involvement in discovery, prioritization, execution, and customer engagement—without people management responsibility. The ideal candidate brings deep experience in B2B SaaS, has shipped products at scale, and has hands-on exposure to Generative AI–driven product experiences. This is a high-ownership role with a direct impact on customer outcomes, revenue growth, and platform evolution.

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Key Responsibilities:

Product Strategy & Roadmap Ownership

- Own end-to-end **product strategy and roadmap** for assigned product areas, aligned to company vision and business objectives
- Translate customer needs, market signals, and data insights into **prioritized product initiatives**
- Balance short-term execution with long-term platform and AI strategy

Stakeholder Management

- Act as the **primary product partner** for Engineering, Design, Sales, Marketing, Customer Success, and Leadership
- Communicate product vision, trade-offs, and progress clearly to senior stakeholders
- Support go-to-market motions with clear positioning, value articulation, and roadmap context

Customer & Market Leadership

- Design, launch, and run **customer beta / pilot programs** for new capabilities, including AI-led features
- Engage directly with enterprise customers to gather insights, validate solutions, and drive adoption
- Incorporate structured feedback loops into product decisions

Execution & Delivery

- Lead cross-functional teams to **ship high-quality products at scale**
- Drive measurable outcomes across adoption, customer satisfaction, and business impact—not just feature delivery
- Define success metrics, monitor outcomes, and iterate based on usage and business impact
- Ensure product delivery meets enterprise standards for reliability, performance, and security

AI & Innovation

- Drive the application of **Generative AI** across product experiences where it delivers measurable customer value
- Partner with engineering and data teams on AI design choices, grounding strategies, and evaluation metrics
- Stay current with AI trends and translate emerging capabilities into pragmatic product opportunities

Required Qualifications

- **10–12+ years of product management experience**, with at least 3–5 years in a senior/leadership role
- **MBA from a Tier-1 institute**
- Proven experience building and scaling **B2B SaaS products** for enterprise customers
- Demonstrated track record of **shipping products at scale** with measurable customer and business impact
- Hands-on experience working with **Generative AI–powered features or platforms**

- Strong ability to operate independently with minimal oversight
- Excellent stakeholder management, communication, and decision-making skills

Preferred Qualifications

- Experience in workforce productivity, analytics, or enterprise platforms
- Prior ownership of platform or data-heavy products
- Exposure to global enterprise customers and multi-region deployments
- Experience setting up product discovery, beta programs, and experimentation frameworks

What Success Looks Like in This Role

- Clear, well-articulated product roadmap that aligns with business priorities
- Strong adoption and customer feedback from shipped features, including AI-led capabilities
- High trust and credibility with Engineering, GTM teams, and Leadership
- Consistent delivery of high-impact outcomes, not just features

Why Join Us

- Opportunity to shape the next phase of a scaling, enterprise B2B SaaS platform
- Work on AI-first product initiatives with real, measurable enterprise impact
- High ownership, executive visibility, and the ability to influence long-term product direction