At [Sequoia Capital](https://protect-us.mimecast.com/s/wXbkCkRLKqCg5GF2J3uJ?domain=sequoiacap.com) we help the daring build legendary companies from idea to IPO and beyond.

Our executive search team is seeking Finance, Legal, GTM and Engineering executives to join founders in their journey.

Qualities to join Sequoia backed startup:

* The ideal candidate should be very disciplined and analytical in their approach while also having a growth mindset to support the goals of a fast-moving growth stage company.
* Has worked at a venture-growth stage company and shows staying power and a track record of contributing to the growth and results of the company through $100M and more of revenue.
* Must thrive in a fast-paced culture and have experience recruiting and managing strong teams and establishing systems and processes in a high-growth company.
* Ability to synthesize information and come to conclusions quickly.
* Adept at quickly interpreting relevant data to drive business decisions.
* Ability to collaborate closely with a performance-oriented executive team and to influence and drive action across the company

**Head of Product**

**New York City, NY; San Francisco, CA; Remote**

The responsibilities of this role include:

* Own and deliver on company-level business objectives.
* Build and inspire a high performing, diverse team of Product Managers and Designers. Help develop their careers and assign them to projects tailored to their skill levels, personalities, work styles, and professional goals.
* Work closely with stakeholders from across the business to develop and inform a cohesive product strategy while strengthening relationships between Product, Engineering, Design, and Operations.
* In partnership with the Head of Engineering, run an effective quarterly planning process that is inclusive of our internal customers.
* Define strong and consistent processes for continuously gathering input from both internal and external users.
* Cultivate the company as a center of Product and Design craft excellence.
* Create an environment that fosters high quality, metrics-driven product development and leads to impactful improvements to our automation and service offering.

### About you

Our Head of Product will need to balance their time between being hands-on at the project level and working with our executive team on strategy. As our ideal candidate, you’ll have a strong track record of delivering business results as a hands-on product manager, as well as a strong track record of stewarding a high-performing team as a people manager.

Additionally, you’ll be able to demonstrate experience with the following:

* Working with executive stakeholders and cross-functional partners to set and communicate product strategy.
* Translating ambiguous or complex ideas into clear, executable projects and delivering outcomes.
* Leading the cross-functional planning process for a department or team.
* Hiring, including demonstrated success with attracting senior Product and Design talent. You can identify the need for headcount, define hiring criteria, and act as an owner throughout the entire recruiting lifecycle.
* Managing direct reports’ performance. This could include managing out, performance corrections, giving continuous feedback, identifying goals and stretch assignments, and investing in strong performers.