Antal

RECRUITMENT CASE STUDY

HEAD OF PRODUCT

CLIENT PROFILE

A Netherlands-based SaaS company specialised in ID database search.

SITUATION

The client had an established global business in ID database search essentially in the public sector and had created a business unit 'start-up' within the company to develop the IP for mid-size to multinational businesses to improve the efficiency of HR management of employees. Having recruited both a product marketing manager and a business development manager, the company identified the need to drive the product management process and go-to-market launch with a senior product management executive with experience in HR SaaS applications.

CANDIDATE PROFILE

- A minimum 10 years experience as a senior product manager for international HR SaaS development company, with solid technical background and a proven track record in team management, team building and strategic roadmap planning and execution.
- Proven track record in setting successful, profitable SaaS pricing strategies
- Fluent English and ideally spoken Dutch, MBA graduate
- Work From Home would be acceptable but the candidate had to be a resident and working in Europe with a readiness to work regularly in the Netherlands office

SEARCH PROCESS

- Roles advertised on antal.com, AntalTech jobs platform, Linked In
- Leverage of Antal Geneva's international networks, databases and AI assisted search apps
- Thorough selection process, candidate interviews, detailed analysis of technical skills and relevant achievements
- Reference checks for all leading candidates after 1st client interview

RESULTS

Short listed four leading candidates that met the key criteria within four weeks of start of the assignment

Exceptional head of product candidate from a leading HR SaaS company accepted the offer within 6 weeks of Antal starting the search

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PRODUCT MANAGER

CLIENT PROFILE

A Swiss-based quadruple unicorn specialised in DevOps code cleaning and security software.

SITUATION

The client had recently raised close to $500m in funding and had been valued at $4.8 billion. The funds were raised to invest in accelerating growth through increased R&D and expanding the product management team to ensure new and existing product roadmaps and address the needs of targeted end-user developers. A particular challenge was the client's thorough 5 stage interview process that included a live psychometric interview to ensure candidates met the stringent requirements of shared values, flexibility to adapt to organisational changes driven by hyper growth, which meant there was a very high fall-out of profiles after starting the process.

CANDIDATE PROFILE

- Experience as a Software Developer with a strong technical understanding of the relevant programming ecosystem e.g. Java, Python, C++ etc.
- A minimum 5 years experience as a product manager in DevOps or B2B SaaS
- Fluent English
- Resident and working in Europe or in agreement to locate to one of their sites in Switzerland, France or Germany
- Strong communication skills
- A relevant psychometric profile

SEARCH PROCESS

- Roles advertised on antal.com, AntalTech jobs platform, Linked In
- Leverage of Antal Geneva's international networks, databases and AI assisted search tools
- Thorough selection process, candidate interviews, detailed analysis of technical skills and relevant achievement
- Maintained candidates engagement during the client's +2 month recruitment process

RESULTS

The first position filled was for the Python product line where the candidate was identified within three weeks of the start of the search. The candidate relocated from the UK to Switzerland and is considered a company star.

We were engaged to recruit further product management, product marketing, UX designer and developer advocate roles

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