

## **Description**

We are HALO! We build brand engagement for our over 60,000 clients globally and lead our \$25B industry through the dedication of over 2,000 team members across the United States.

We are looking for an experienced, hands-on leader that is highly ambitious, passionate, and detail oriented. This leader will come with significant experience in product management. They will lead a team of product managers, business analysts to develop and continuously improve the product management, stakeholder engagement, product delivery across the entire organization.

This role will be responsible for coordinating the strategic approach to the overall Product Management delivery capability across the Organization. This role requires partnering and working closely with transformation, sales, finance, operations, marketing, and engineering teams to drive strategic alignment across all levels of the organization.

Reporting to CIO, you'll lead your team to drive business outcomes, such as increasing revenue, decreasing cost, improving user experiences, and driving automation. This is a unique opportunity to play a vital role in the transformation of a high impact function that is critical to HALO's continued success.

This position can be based anywhere within the US, although ideally located in the Chicagoland area. HALO is committed to its hybrid workplace model and believes bringing teams together in-person on common days is essential to operate as One HALO. As part of this effort, we require employees that resides within a 30-mile radius of the Sterling, IL or Oakbrook, IL offices to work from these locations anywhere from 1-3x a week.

## **Key Responsibilities**

Strategy, Alignment & Execution:

- Understanding tech stack holistically to assess which capabilities can be shared, leveraged from partners, or built new
- Defining and building the strategy, customer segmentation, and go-to-market activities required to scale our business functions
- Developing the production vision, roadmap, and direction for the team
- Creating strategic plans and financial modelling for key initiatives and owning the process of review with senior executives, leading to a set of discrete priority projects
- Innovating new internal and customer-facing capabilities to leverage, data to streamline, scale, and increase the efficacy of our business activities
- Coordinating with relevant business and technology teams to sustain the product and identify/implement UX enhancements; maps the overall UX journey for the product and enhances the existing product UX in collaboration with designers and the development team
- Supporting user acceptance testing/product QA for project implementation and ongoing enhancement deployments
- Partnering with training and other key stakeholders to develop launch readiness plans on new products/enhancements
- Leveraging analytics and monitors KPIs to measure the impact of the product features delivered

People, Process, Policies & Culture:

- Building the team by assessing, designing the org, prioritizing hires, hiring, onboarding, training, and setting each individual up for success

- Coaching and mentoring the team and helping them grow their communication, stakeholder management, product management skillset
- Being detail oriented and working hands on with the teams to grow the product and the business
- Building product definition & work plan building capabilities required to help grow the business and eliminate bottlenecks
- Ability to engage with and influence business teams to drive alignment, change and ultimately results
- Support Sales and Operation training for effective roll-out of new initiatives and programs
- Driving and communicating execution plan across all levels of organization whilst increasing productivity
- Orchestrating the launches of new products and features

## Requirements

- Bachelor's degree in the field of Computer Science or Information Systems or equivalent thereof
- 10+ years of equivalent work experience in product management or related fields
- 7+ years of experience gathering, identifying and communicating requirements
- Deep understanding of product management as a practice and experience with multiple, independent technology delivery teams
- Experience eliciting product requirements from diverse non-technical stakeholders
- A strong sense of ownership and willingness to act as the go-to leader for the area(s) assigned
- Strong analytical capabilities to assess impact of various initiatives using user data and experimentation capabilities
- A history of driving change and innovation, with the ability to not only identify areas of improvement but have a proven track record of creating executional plans that can scale to drive business impact
- A strong ability to build relationships, influence, and forge alignment across functions and solution areas
- Adept at communicating across diverse audiences (sales, operations, finance, engineering, marketing, and other executives)
- Ability to drive for results and find a path forward amid competing priorities
- Experience and ability to work in a fast-paced environment, maintaining attention to detail
- Excellent interpersonal and communication skills with expectation of executive level presentation

## Preferred Qualifications

- Experience in Agile product strategy and SAFe development of user-centric value driven product delivery is preferred
- Experience building products from the ground up is preferred
- Experience with on-site personalization, experimentation, and creative optimization a plus
- Exposure with marketing measurement methodologies (multi-touch attribution, mix models, etc.) and digital analytical tools (GA360, Adobe Analytics, etc.) a plus
- Experience in retail and/or eCommerce industry experience in a heavily data-driven environment a plus

## More about HALO

HALO is the global leader in branded merchandise, uniform programs, and recognition and incentive solutions. We partner with our clients to break through the clutter of our media saturated world and connect their brands to customers, employees and other audiences critical to their success. As a team member you can expect a positive culture of ingenuity, inclusion, and relentless determination.

We also offer:

- **Career Advancement:** At HALO, we love promoting from within. Internal promotions is the key to our exponential growth in the last few years. With so many industry leaders at HALO, you'll have the opportunity to accelerate your career by learning from their experience, insights, and skills and gain access to HALO's influential global network, leadership experiences, and diverse thinking.
- **Culture:** We love working here and know that you will too. You can expect a positive culture of *ingenuity, inclusion, and relentless determination*. We push the limits of possibilities and imagination by staying curious, humble, and provocative in order to break through yesterday's limit. Diversity is the source of our creativity and we thrive when each of contributes to an inclusive culture of respect, dignity, and equity mindset in everything we do. We keep our promise for excellence with an unrelenting commitment to achieving results and supporting one another to stay accountable, transparent, and dependable.
- **Recognition:** You're going to succeed here, and you can count on us to celebrate your wins. Colleagues across the company will join in recognizing your big milestones and nominate you for awards. Over time, you'll earn so much recognition that you can convert into gift cards, trips, concerts, and merchandise at your favorite brands.
- **Flexibility:** We pride ourselves on flexible schedules that help you find a balance between professional and personal demands. We believe that supporting our customers is the priority and trust that you and your manager will find a schedule to achieve that priority.
- **Work with your favorite brands:** HALO clients include over 100 of the Fortune 500 as well as thousands of mid and small-size organizations. You'll be on teams that are focused on the future of our industry and bringing our customers fresh ideas that are first-in-the-world.
- **Stay well at HALO:** At HALO, we have benefits that support all parts of your life and to find a work-life balance custom to you. *We offer easily accessible mental healthcare for you and your family.* Our program focuses on behavioral health coaching, therapy and psychiatry, personalized skill development, and providing access to care for your dependents. In addition, we offer *nation-wide coverage* Medical, Dental, Vision, Life and Disability insurance, and additional Voluntary Benefits. Prepare your financial future with our 401K Retirement Savings Plan, Health Savings Account (HSA), and Flexible Spending Accounts (FSA).

HALO is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We insist on an environment of mutual respect where equal employment opportunities are available to all applicants without regard to race, color, religion, sex, pregnancy (including childbirth, lactation and related medical conditions), national origin, age, physical and mental disability, marital status, sexual orientation, gender identity, gender expression, genetic information (including characteristics and testing), military and veteran status, and any other characteristic protected by applicable law. Inclusion is a core value at HALO and we seek to recruit, develop and retain the most talented people.

*HALO is committed to working with and providing reasonable accommodations to individuals with disabilities. If you need a reasonable accommodation because of a disability for any part of the employment process – including the online application and/or overall selection process – you may email us at [hr@halo.com](mailto:hr@halo.com). This email is only to request an accommodation. Please direct any other general recruiting inquiries to our Careers page.*