

## Position: US-Based Organization Design Solution Training Product Mgr

### Overview:

**OTM is looking for a hands-on, experienced Training Product Manager to lead, grow, mature and manage our organization design skill building and development programs** delivered to customers around the globe. This would include our associated tools, materials and intellectual property (IP) that support all of our organization design work and development. You will lead and grow all aspects of OTM's skill building and development programs from generating demand and promotion (working with the marketing team), planning, delivery\* management, evaluation, improvements as well as management of the course content, tools and materials, and monetization. *\*Delivery of programs will be completed by experienced consulting team members.*

The role is location agnostic but does require a motivated, reliable self-starter with strong aptitude to work collaboratively, take guidance and direction to contribute to overall program strategy, create demand, improve offerings, plan and follow-through on details, and execute against OTM's strategic intent on a global basis. This means working directly with OTM customers on other continents.

The Product Manager will manage the improvement, evolution and enrollment for skill building programs offered. You will be expected to have a real-world practical awareness (deep expertise not required) of organization design, make recommendations for future courses, identify new opportunities, and manage course set-up/follow-up. The role requires the ability to elicit lived experience from the consulting team translating into program content and demands independent work with optimal oversight, confidence picking up a project progressing it to successful completion, and flexibility as OTM continues to learn and explore the virtual and onsite course environment.

### Company Background:

ON THE MARK (OTM) is the leading global boutique consultancy specializing in high-impact collaborative organization design solutions and operating model modernizations. In business for 32 years with 450+ successful organization re-designs completed, OTM offers businesses, governments and non-profits a reliable alternative in modernizing operating models and accelerating real change based on authentic collaboration, genuine engagement and proactive behavior change. For more info go to [www.on-the-mark.com](http://www.on-the-mark.com)

### Job Responsibilities:

The Training Product Manager is responsible for co-strategizing and co-demand generation, planning, executing, evaluating, data-mining, implementing and improving OTM's organization design skill building and development program:

- a. Grow and lead the successful evolution of OTM's organization design skill building and development programs offering
- b. Actively generate demand and manage leads for OTM's skill building and development solutions
- c. Represent OTM with contacts, leads, business development and potential and real customers.
- d. Plan and coordinate the skill building schedules and deliveries for both company-specific and public events
- e. Work closely with the consulting team to ensure integration across OTM services and products.
- f. Drive continuous improvement and internal knowledge sharing through capturing of lessons learnt and program evaluation.
- g. Ensure OTM's course remains ODC certified, CEU's, etc.
- h. Work closely with the OTM consulting and marketing teams in the creation of case studies to evidence OTM's impact
- i. Organize and manage tools, materials and IP associated with offerings.

## Required Knowledge, Skills and Abilities (ideal candidate must possess)

- a. A three- or four-year university degree (BS/BA) in related discipline.
- b. Seven-to-ten years' experience in product management with evidence of increasing effectiveness and success. *NOTE: Will be required to show and demonstrate evidence of experience through work samples and work simulations.*
- c. Practical working understanding of organization design and related topics.
- d. Aware of business strategic intents and how to position the program according to each customer
- e. Possess excellent writing and verbal communication skills.
- f. Project management and attention to detail.
- g. Strong interpersonal skills, self-insight and high emotional intelligence.
- h. Culturally keen and able to work with companies of all sizes around the world.
- i. Build/maintain positive working relationships with customers, marketing professionals, co-workers.
- j. A strong bias towards detail, accuracy and quality, strong work ethic.
- k. Excellent computer and technical skills.
- l. Ability to take initiative and complete projects amidst ambiguity. Once the "what" is clear, must be able to figure out the "how" with minimal direction.
- m. Able to work effectively both virtually and in-person.
- n. Able to work as a team; challenge, give/receive feedback, proactively communicate.
- o. Able to work in autonomous, virtual work environment.
- p. Driven to excel with strong sense of quality
- q. Strong sense of integrity, collaboration and sense of humor -- ability to laugh at self/with others.

## Our Competitive Offer:

1. Competitive salary/compensation based on the candidate's breadth of experience, demonstrated expertise and track record.
  - a. Participate in two bonus schemes (business winning and overall business performance)
  - b. OTM Profit Sharing
2. Generous benefit package
  - a. Work virtually from home; Moderate regional and international travel required
  - b. Twenty (20) vacation days plus 5 days personal time. PTO is self-managed
  - c. Medical, vision and dental insurance

## Apply: Interested candidates send the following to [recruiting@on-the-mark.com](mailto:recruiting@on-the-mark.com)

1. A cover letter addressing why you are the ideal candidate based on the above requirements being sure to describe your track record of increasing training program effectiveness and success.
2. Your resume/CV.
3. Three work samples that demonstrate your experience in program management.
4. Three professional references. They will not be contacted without your prior consent.

***\*NOTE: Incomplete applications will not be reviewed.***