

## JOB SUMMARY

Covalent Solutions (Covalent) is seeking mission driven, highly motivated and collaborative **Product Managers** focused on **Research**, who are truly excited about building great products and user experiences for researchers in support of the *All of Us* Research Program (AoU) at the National Institutes of Health (NIH). AoU was established to accelerate health research and medical breakthroughs to enable an era of precision medicine for all. The program seeks to achieve this mission through building relationships with one million or more participant partners, delivering the largest, richest biomedical dataset ever, and catalyzing a robust ecosystem of researchers eager to use the dataset to advance human health. By combining health-related information from a large pool of diverse participants, AoU will reach the scale and scope necessary to enable research on a wide range of diseases and health topics.

One of the *All of Us* Research Program five-year goals is to establish a diverse global community of over 10,000 researchers productively using the *All of Us* dataset. The *All of Us* Research Hub matches a broad research community with a diverse set of research participants. Registered researchers can use the Researcher Workbench to dive deeper into the data; conduct rapid, hypothesis-driven research; and build new methods for the future, using a variety of tools. The diverse data may help facilitate new studies that could help lead to new insights, treatments, and strategies for disease prevention that are tailored to individuals. In this role, you will get in on the ground floor of new projects to bring genomics technologies to more developers worldwide. You will work with a diverse team brought together and motivated by work that improves people's lives, while being challenged daily.

This is a newly created role. The **Product Manager, Researchers** will work within the Product Team to propose and champion product concepts based on a deep understanding of the market needs of Researcher User Personas, research and analyze the business and competitive aspects of new offerings; and empower other teams to build products and services that deliver on both the mission of the *All of Us* Research Program and the five-year goal to establish a diverse global community of researchers across scientific disciplines and researcher career stage. A critical part of our vision is making the world's genomic data accessible to the global research community. The ideal candidate will be passionate about leveraging cloud technologies & global standards to make health & research data better discoverable and more insightful for scientists, and they will be interested in learning about sequencing, genomics and the scientific work of the AoU Research Program. Reporting to the NIH AoU Director of Product, they will guide product concepts from the concept stage to launch. We are looking for a candidate who thrives on cross-team collaboration in a mission-driven organization, helping drive innovative solutions and programs to success.

This opportunity is full-time with Covalent and is on-site in Rockville, Maryland.

## DUTIES AND RESPONSIBILITIES include, but are not limited to:

- Focus on product deliverables for the next one to six quarters targeted at Researcher User Personas.
- Work with Product Team to align product plans with the overall AoU Research Program goals and objectives.
- Work with scientific and data management collaborators to build a data management strategy for different types of health & research data (e.g., whole genome sequencing, genotyping data, EMR & medical imaging/lab data, etc.)

- Work with User Experience, Program Officers, and Research Awardees to engage and survey a diverse community of scientists and clinicians, lab personnel, and other stakeholders to understand their needs and to unify an understanding of the Researcher User Personas.
- Work with stakeholders to validate concepts, themes, vision, and prototypes in conjunction with the AoU Division of Medical and Scientific Research.
- Specify requirements for current and future products supported by data-driven market research and on-going interaction with researchers in planned and future areas of scientific research.
- Balance priorities between maintenance requirements, architecture, and new features.
- Develop and maintain a product roadmap of planned releases and project initiatives.
- Develop and maintain program objectives and success measurements (KPIs) such as ancillary study participant enrollment status, retention, engagement, and value delivery.
- Participate in release and product retrospectives.
- Support Product Team processes and procedures that improve quality and speed of the development process.
- Coordinate and drive alignment / buy-in with the product roadmap across internal and external stakeholders.
- Collaborate with partners. Be exceptional at developing and nurturing relationships with key internal and external stakeholders in support of AoU's strategic goals and annual objectives.
- Advance multiple strategic product initiatives in different phases of work (research, concept, requirements, planning, development, launch, etc.) at the same time.
- Work in conjunction with assigned Project Manager(s) to achieve product deliverables that span multiple products or AoU program awardees.
- Actively participate during quarterly release planning, and in sprint demo review meetings.
- Monitor planned quarterly roadmap deliverables, ensuring new product features and updates are delivered reliably, efficiently, and to full specifications.

## QUALIFICATIONS

### Education

- Bachelor's in Computer Science, Biomedical Science or STEM discipline.
- Master's degree or a PhD in a scientific discipline strongly preferred.
- Product Management or PMP Certification a plus.

### Work Experience

- 5+ years of end-to-end web-based software product management experience.
- 3+ years of people management experience.
- Familiarity with genomics database tools and technologies (i.e., SQL, PLINK, Hail) and database concepts (SQL views, indexing, partitioning, etc.)
- Genomics/Bioinformatics domain knowledge highly desired, including familiarity with genomics data formats (ie VCFs, BAMs) and health records (i.e. EMR).
- Experience in academic, laboratory, and/or research environments strongly preferred.
- Hands-on experience using a structured idea-to-launch process or system, such as Stage-Gate® or Agile development methodologies.
- Proven experience with the full life-cycle of technology product management, from planning, gathering requirements, prioritization, execution, and iteration. You can share several examples of real work you've delivered, and what you learned along the way.

- Proven experience managing cross-functional teams of designers, engineers, and other stakeholders.

## COMPETENCIES

### Professionalism:

- Ability to apply judgment to manage conflicting priorities and resources, driving work and results that are the highest value for the organization.
- Sharp eye for detail. Keep meticulous notes and be able to manage multiple projects in different phases of work at the same time. Context-switching does not bother you.
- Ability to identify issues, analyze and participate in the resolution of issues/problems.
- Motivated by professional rather than personal concerns.
- Show persistence when faced with difficult problems or challenges.
- Ability to stay calm under stress and uncertainty, influencing the same in your teammates.
- Naturally curious about things you don't understand and actively look for opportunities to grow and learn from those around you.

### Communication:

- Actively participate in meetings and be willing to advocate for what you believe in. Provide thoughtful, constructive review of others' work, knowing that everyone is working towards the same objective.
- Superior written and verbal communication skills. You can always articulate the "why" behind your recommended backlog priorities.
- Listen to others, correctly interpret messages from others and respond appropriately.
- Ask questions to clarify, and exhibit interest in having two-way communication.
- Tailor language, tone, style and format to match the audience.
- Demonstrate openness in sharing information and keeping people informed.
- Speak intelligently about a wide variety of topics but know when to say, "I don't know."

### Teamwork:

- Ability to form trust-based relationships quickly and lead cross-functional teams through influence (without formal authority).
- Work collaboratively with colleagues to achieve organizational goals.
- Place team agenda before personal agenda.
- Support and act in accordance with the final group decision, even when such decisions may not entirely reflect your own position.
- Share credit for team accomplishments and accept joint responsibility for team shortcomings.

### Accountability:

- Take ownership of all responsibilities and honor commitments.
- Deliver outputs for which you have responsibility within prescribed time, cost and quality standards.
- Operate in compliance with organizational regulations and rules.
- Take personal responsibility for your own shortcomings, where applicable.

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