JOB SUMMARY

Covalent Solutions (Covalent) is seeking a mission driven, highly motivated and collaborative **Principal Product Manager, Researchers** who is truly excited about building great products and participant experiences to support 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.

This is a newly created role. The **Principal Product Manager, Researchers** will work within the Product Team to propose and champion product concepts based on a deep understanding of the Researcher user personas, research and analyze the business and competitive aspects of new offerings, and empower other internal and external teams to build a suite of products and services that deliver on the mission of the *All of Us* Research Program. Reporting to the NIH AoU Director of Product, you will guide product concepts from the idea stage to launch, and help to develop new ideas based on your experience and your contact with AoU consortium members, participants, and awardees. Your primary focus will be delivering products that are valued by our customers, supporting your decisions with data. We are looking for a candidate who thrives on cross-team collaboration in a mission-driven organization and being a leader that drives 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 strategic product deliverables for the next 3 to 12 months targeted at Researcher User Personas.
- Work with AoU Senior Leadership to align product plans with portfolio vision and AoU Research Program objectives.
- Work with User Experience, Technology, Program Office and other key teams to define and unify an understanding of the Researcher User Personas and the researchers' market needs.
- Work with User Experience, Technology, Program Office, AoU Research Program awardees and other AoU product managers to define architecture, user experience, and innovative product capabilities.
- Work with stakeholders to validate concepts, themes, vision, and prototypes.
- Specify requirements for current and future products supported by data-driven market research and on-going interaction with existing and prospective researchers.
- 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 researcher enrollment, 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.
- Communicate status at the executive level as well as the execution level - being able to go deep at the drop of a hat, while also being able to hit the headlines for a quick summary.
- Collaborate with partners. Be exceptional at developing and nurturing relationships with key internal and external stakeholders in support of AoU's strategic goals.
- Advance multiple strategic product initiatives in different phases of work (research, scoping, design, development, analysis, 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.
- Provide management and direction to one or more Product Managers, who will take direction from the strategic product roadmap to guide the near-term quarterly product releases and iterations.

QUALIFICATIONS

Education

- Bachelor's or Master's in Computer Science, Biomedical Science or STEM discipline
- Product Management or PMP Certification a plus

Work Experience

- 7+ years of end-to-end software product management experience, preferably in the area of digital health
- Working familiarity with field of biomedical research
- 5+ years of people management experience
- 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.
- Experience must demonstrate increased independence and overall responsibility for more complex projects.
- Fluency in human-centered product discovery methods such as design thinking and service design a plus.

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.

If you are interested, please send your resume to jobs@covalentsolutions.com.