Position: Vice President of Product

(Actual Title could vary, depending on experience level)

AngelEye Health is seeking an experienced individual to oversee the design, execution and delivery of our core product initiatives. This role will manage the strategy, operations, and execution for the vision and design of AngelEye's entire platform (Engage, NICU2Home, and MilkTracker). This individual will oversee the Company's Engage/NICU2Home Product Manager, MilkTracker Product Manager, Lead Product Designer, and either work closely with, or oversee Product Engineering (depending on experience level). Additionally, the role will work closely with sales and marketing, project management, customer success, and hospital partners to ensure smooth product development and implementation. It is expected that this individual will add resources to the product management team in the short term.

Location: Candidates located in the Little Rock, AR, or Nashville, TN metro areas are strongly preferred and would work from one of our local offices. However, remote work is a possibility for the right candidate based on experience and fit.

This role will report to the Company's CTO.

Essential Duties and Responsibilities:

Product Strategy & Execution

- Define and communicate the long-term product vision for AngelEye's solutions, ensuring alignment with company objectives.
- Oversee feature development and roadmap execution across all product lines, including Engage (camera streaming & messaging), MilkTracker, NICU2Home (discharge coordination), legacy products, and special projects (e.g., Dynamic Streaming, EDNA).
- Balance high-level strategy with hands-on execution, ensuring products continue to evolve while meeting immediate development needs.
- Oversee (or collaborate with) VP of Engineering and Engineering Leads to ensure technical feasibility and scalability of product decisions.

Team Leadership & Process Development

- Manage and mentor a growing product team.
- Drive the evolution of product management processes, ensuring a structured approach to feature development, prioritization, and execution.
- Advocate for best practices in Agile methodologies, user research, and cross-functional collaboration.
- Allocate time and resources across multiple teams and initiatives to ensure sustained progress across all products.

Cross-Functional & Executive Collaboration

- Work closely with executive leadership to align product strategy with business goals and communicate vision effectively.
- Present product strategy, roadmaps, and progress updates in planning meetings and company-wide discussions.
- Collaborate with leadership to shape the evolution of product offerings, ensuring a unified and scalable product suite.
- Partner with Sales and Marketing to provide insights that inform go-to-market strategy and customer engagement efforts.
- Work with Implementation and Customer Success to align product development with customer expectations and ensure clear roadmap communication.

Performance & Continuous Improvement

- Analyze product adoption, usage data, and customer feedback to identify key areas for improvement.
- Oversee the prioritization and resolution of critical issues across development teams.
- Maintain a culture of iteration, learning, and innovation, ensuring AngelEye remains a leader in neonatal and pediatric healthcare solutions.

Qualifications:

- Experience: 7+ years in product management, with at least 2+ years in a leadership role managing PMs and cross-functional teams.
- Leadership: Proven experience hiring, mentoring, and growing product teams.
- Product Strategy: Ability to define and communicate a compelling product vision while also overseeing execution.
- Technical Competencies: Strong preference for candidates with experience in healthcare IT, FHIR, integrations, cloud video streaming, camera hardware, and SaaS platforms.
- Agile & Process Management: Experience implementing and improving product management processes, including backlog management, prioritization, and Agile workflows.
- Cross-Functional Influence: Ability to partner with executive leadership, engineering, sales, and marketing to drive business objectives.
- Tools: Experience with Jira, Productboard, and Figma is highly preferred.
- Product Frameworks: Familiarity with Jobs-to-Be-Done (JTBD), OKRs, RICE, Kano Model, or similar methodologies is a plus.

Why AngelEye Health?

We offer:

- A growth-oriented team environment where your strengths are highly valued

- Opportunities to expand your technical skills and knowledge with on-the-job learning/training opportunities

- A competitive benefits package (details provided separately)

Company Mission Statement:

Equipping care teams and empowering families of neonatal and pediatric patients to improve outcomes.

Values and Core Beliefs:

- Patients and their families first; Hospital Partners a close second; Our Team and their families make it all happen.
- Curiously innovate; Failure isn't fatal, and success isn't final.
- Execute the basics at a PhD level.
- Create and Maintain a Sense of Urgency!
- Effective communication is key!
- Transparency and Honesty in everything we do.