JOB DESCRIPTION

Job Title:	Chief Product Owner
Department:	Research & Development
Location:	Theale
Reporting to:	SVP Engineering

About Clearswift

Clearswift is trusted by organizations globally to protect their critical information, giving them the freedom to securely collaborate and drive business growth. Our unique technology supports a straightforward and 'adaptive' data loss prevention solution, avoiding the risk of business interruption and enabling organizations' to have 100% visibility of their critical information 100% of the time.

Clearswift operates world-wide, having regional headquarters in Europe, Asia Pacific and the United States. Clearswift has a partner network of more than 900 resellers across the globe.

More information is available at www.clearswift.com

Clearswift Values

Show **passion** in what we do, drive for **innovation** in everything we do and continuously **collaborate** to make a difference.

The Role

Chief Product Owner is a critical role tasked with and responsible for maximising customer and market value of all Clearswift releases while minimising delivery team efforts. The success of this role depends on high levels of collaboration, negotiations and communications with all stakeholders from Product Management, Sales, Support and R&D. The Chief Product Owner relies on Product Owners embedded in relevant Product teams to coordinate consistent releases and maintain up-to-date prioritised product and release backlogs. The CPO's largest challenges are to balance inward-facing and outward-facing product needs, as well as tactical versus strategic work priorities

coming from various key stakeholders. The Chief Product Owner drives the culture of relentlessly questioning the essence and the value of any product change to separate "wants" from "needs" and aims for consensus amongst stakeholders for the benefit of Clearswift customers.

Key Responsibilities

- Develop and mentor the team of existing Product Owners to continuously refine a synchronised vision for each product
- Coordinate Prioritised Release Backlogs definition, prioritisation and maintenance (grooming)
- Calculate, update, present and justify each release value to stakeholders
- Drive and maintain uncompromised product quality standards
- Ensure clear definition, communications and adherence to release acceptance criteria
- Ensure clear definition and communications of requirements through use cases and epics, and adherence to their acceptance criteria
- Translate weekly Scrum reports to broader audiences
- Collaborate with Project Manager and Chief Architect to produce and own 3-year portfolio roadmap
- Drive adoption of JIRA or a similar tool as a single real-time source of truth about the state of each release
- Key contributor to consensus-driven decision making in R&D department and management

Skills Profile

Knowledge
- Solid experience of Scrum, managing product and release backlogs in JIRA
- Deep understanding of complex use cases for SMTP and HTTP(S) gateways and protocols
- Awareness of Information Governance and endpoint DLP requirements
- High-level knowledge of email and web security markets and products
- Understanding of anti-spam, anti-malware, encryption and DLP technologies
- Interest in and awareness of regulatory frameworks like PCI, HIPAA, GDPR
- Experience with Enterprise-grade Agile frameworks like Atern
- Awareness of and interest in PaaS services like Azure and AWS
- Experience of analytical approaches to objectively measure release value
- Good understanding of SDLC

Skills
- Superbly skilled communicator and negotiator, master in driving consensus
- Able to reason about specific competitor features as applied to specific use cases
- Leads through influence, without excessive authority
- Uses analytical and pragmatic approach to assessing release value
- Capable of clearly and concisely communicating release goals and objectives
- Keen to build and develop a strong virtual team of Product Owners
- Effectively manages personal priorities under stress
- Automates repetitive activities
- Balances tactics and strategy, guiding teams towards achieving common long-term goals, while satisfying short-term tactical needs

Personal Characteristics

- Self-motivated with a "can-do" attitude and a passion for customer happiness
- Passionate about professional growth and development, keen reader
- Assertive, while avoiding unnecessary conflicts
- Pragmatic, driving search for and acceptance of both compromises and win-win situations
- Weighs up situations carefully, making appropriate decisions with stakeholder interests in mind
- Key influencer who works with others to enact change
- Actively earns the respect of others by leading by example and taking ownership Innovative individual who inspires and encourages creativity in others
- Diligent and conscientious, with attention to detail

Other

- Strong preference to having worked as a Product Owner, or as a Team Lead for email and/or web gateway products aspiring to become Product Owner, or having first-hand experience of using email/web gateways to enforce security and compliance policies
- Preferable degree in Software Engineering, Computer Science, Mathematics, Engineering or equivalent relevant experience