Shipmnts Associate Product Manager

Location	Employment Type	Intership Stipe	CTC Package
Ahmedabad	Full time, On-Site	15-20K / Month	10 LPA

Solve real-world problems. Build from the ground up.

Shipmnts is a fast-growing startup redefining how the global trade industry operates. We're looking for a passionate **Associate Product Manager Intern** to join our core team and be part of building products that simplify complex global trade workflows. This is a high-impact, hands-on internship where you'll work on meaningful problems, shape the future of our product, and grow exponentially in the process.

🧭 Our Product Culture

At Shipmnts, we don't just ship features — we solve real user problems.

- Our product development cycle follows a practical loop: **Ground Research → ShapeUp → Feedback → Design → Deploy → Feedback**.
- We're rooted in **Jobs-To-Be-Done** and **Deconstructing Work Elements** research frameworks to ensure we're solving for the right outcomes.
- We take a **first principles** approach to simplify complex processes into intuitive, scalable solutions.
- We believe in *true empathy* — we don't just walk in our users' shoes; we work alongside them to deeply understand their pain points.
- Collaboration is at our core: Product, Design, Engineering, QA, and Customer Success all co-create the solution.

💼 What You'll Do

🔍 Discovery

- Understand and document the jobs users are trying to get done — both current workflows and unmet needs.
- Map these into **fat-marker flows** and **business process flows** using our JTBD framework.
- Identify key pain points, motivations, and "aha" moments to clearly articulate the **value proposition**.

🎯 Betting

- Learn the art of prioritization — selecting product themes that drive impact for both users and the business.
- Work closely with the Head of Product, Sales, and CS to understand what problems we should solve next — and why.

✏️ Shaping

- Translate user needs into high-level product ideas and rough solutions.
- Draft product **sketch flows** and **pitches (PRDs)** to communicate problems, solutions, and their value.

🚧 Building

- Collaborate with Design and Engineering to scope and deliver usable, valuable features.
- Break large problems into smaller iterations and own one or more product areas during development sprints.

🚀 Launching

- Partner with Customer Success to roll out new features across communication touchpoints.
- Drive **feature adoption and engagement** through internal campaigns and customer education.
- Monitor support feedback and usage data post-launch to identify what's working and what's not.
- Use this feedback loop to prioritize **iterations and optimizations** that align with both customer and business goals.

📚 What You'll Need

- A strong **curiosity** and ability to ask the right questions.

- Ability to **map complex workflows** with attention to microscopic details.
- A bias for **ownership** and **customer obsession** — be in the field, next to the user.
- Excellent **communication and articulation** skills to explain your decisions and insights clearly.
- An instinct to **simplify complexity** into intuitive product solutions.

🎁 What You'll Get

- First-hand experience in **enterprise product discovery and development**.
- The opportunity to **own and influence core features** in a fast-moving team.
- Exposure to **leading enterprises in the global supply chain** and how they digitize their operations.
- A chance to define and shape the **product culture** of a rapidly growing startup.

Hiring Process PM

Hiring Process	Description	Round Type	Timeline
Round 0 - Resume Shortlisting + Product & Design Sense	• Answer a few questions in a short Online Assessment, which helps us understand your Product and Design Sense • It has to be submitted in 45 minutes • Shortlisting will be done basis on this assessment and resumes	Offline	Before Day 1
Round 1 - Problem Identification and Analytical Sense	Brainstorm live with us on a problem statement, and we figure out the root cause and then design a rough design flow for it	Online	Day 1
Round 2- Case Study	Build a mini case study / a tear down of a product	Online / On-site	Day 2
Round 3 - Cultural Fit	Interaction with leadership/team to assess communication, attitude, adaptability, & cultural fit	Online / On-site	Day 2

APM Salary Structure

Section	Salary	Remarks
Internship (Jan - June)		
• Stipend (Local)	₹ 15,000.00	per month
• Stipend (Outstation)	₹ 20,000.00	per month
Full Time (From 1st July)		
• Base	₹ 6,00,000.00	Fixed
• HRA	₹ 1,00,000.00	Fixed
• Device Support (MacBook - Pro)	₹ 1,00,000.00	Fixed
• Performance Bonus	₹ 2,00,000.00	Variable(at year end)