

Aditya Pandya

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SUMMARY

PRODUCT LEADER & STRATEGIST with 15+ years transforming vision into market-defining products that drive exceptional growth. Proven track record of scaling products 10x+, generating \$6B+ in revenue, and building high-performing teams across global markets. Combines strategic leadership with hands-on execution to deliver innovative solutions that solve complex problems at scale.

EXPERIENCE

PRODUCT ADVISOR at **VARIOUS STARTUPS**

May 2023 - Present

Provided strategic guidance to early and growth-stage startups in Marketplaces, HR Tech, and Automotive, leveraging deep product expertise to drive growth and improve customer retention.

- Delivered data-driven insights to C-suite executives, shaping critical decisions with multi-million dollar impact on revenue growth and market positioning
- Guided teams through pivotal growth phases, driving substantial improvements in revenue and customer retention that strengthened competitive advantage

INDEED

February 2016 - May 2023

SENIOR DIRECTOR OF PRODUCT

July 2022 - May 2023

Led a team of 12 product managers and leaders overseeing a portfolio of products used by 100M+ job seekers and 5M+ employers monthly, focusing on job matching, profiles, interview scheduling, and application transparency.

- Rebuilt and realigned Indeed's Profile team to the company's marketplace strategy, launching AI-powered profiles that improved representation for 350M+ job seekers and drove \$400M in incremental revenue
- Pioneered AI-first user experience, delighting 50M+ monthly job seekers with personalized job recommendations and streamlined onboarding
- Developed intelligent content engine collecting 215M+ qualifications and preferences monthly, improving search results and recommendations for 35M+ job seekers, contributing \$XXXM in incremental revenue
- Expanded Indeed's qualified candidate pool by 60M, connecting employers with qualified talent and enabling faster, more efficient hiring decisions through "Instant Match" and "Resume Search" sourcing products

DIRECTOR OF PRODUCT

October 2019 - June 2022

Directed team of 8 product managers focused on the Applications pillar, a critical component of Indeed's multi-billion dollar product suite used by 45M+ job seekers and 2M+ businesses.

- Reimagined end-to-end job application experience, transforming Indeed into world's #1 job application platform, generating \$1B+ in incremental revenue and facilitating 1M+ additional hires
- Launched and scaled "Interview Scheduling" from concept to 10M+ interviews annually within 18 months, streamlining how candidates and employers connect and reducing time to hire from weeks to days
- Expanded Indeed's reach through innovative lead generation strategies, driving 10M+ qualified candidates monthly to SMB and enterprise employers, contributing \$XXXM in incremental revenue

SENIOR MANAGER OF PRODUCT

January 2018 - September 2019

Led team of 5 product managers to scale Indeed's flagship job application platform, Indeed Apply.

- Achieved exponential growth in "Indeed Apply" jobs and job applications, scaling job applications from 300M to 1B+ annually, directly impacting Indeed's multi-billion dollar revenue while expanding market reach
- Leveraged machine learning to improve candidate quality, preventing 13M+ unqualified applications monthly, resulting in \$380M+ revenue gains and substantially improved employer experience
- Established "Indeed Apply" as primary application method on major job marketplaces, expanding Indeed's presence across Glassdoor, SimplyHired, and thousands of partner sites

PRODUCT MANAGER

February 2016 - December 2017

Product Lead for Indeed's flagship job application platform, Indeed Apply.

- Optimized job application experience, boosting conversions by 12%, contributing \$XXM in incremental revenue
- Launched world-class developer program for "Indeed Apply", driving \$XXM in advertising revenue from enterprise and SMB employers, and Applicant Tracking Systems (ATSs)
- Built feature to expand Indeed's reach, powering job applications on third-party career sites using Indeed Resume through partnerships with major ATSs and SMB employers

PRODUCT MANAGER at MAKEMYTRIP

April 2014 - January 2016

Led growth initiatives for mobile app and Hotels vertical of India's #1 Online Travel Agent.

- Drove growth initiatives for mobile app and Hotels vertical, generating \$XXM in incremental annual revenue and 91% year-over-year increase in shoppers
- Spearheaded launch of V5 mobile apps, achieving 4.6+ user rating and featured placements in App Store ("Editor's Choice") and Google Play Store ("Best Apps of 2015")

PRODUCT & UX MANAGER at DIRECTI

May 2010 - February 2014

Led team of PM and UX Designers focusing on growth for two portfolio companies: Flock.co (enterprise messaging) and BigRock.com (web hosting and domain provider).

- Implemented viral growth strategies and user-centric improvements that scaled Flock to 1.5M monthly active users within 18 months, establishing it as a leading enterprise messaging solution in emerging markets
- Executed global expansion and highly effective referral program, boosting BigRock's revenue by 36% (\$XM) in 6 months

FOUNDER at TOTALBARÇA

September 2009 - 2019

Founded globally recognized sports-philanthropic community uniting FC Barcelona fans worldwide, becoming one of the club's premier English-language destinations, attracting 1.2M+ monthly visitors and 780,000+ fans.

- Embodied FC Barcelona's "More Than A Club" ethos, donating \$32,000+ in revenue to UNICEF
- Fostered collaborations with FC Barcelona leadership, earning recognition from Board of Directors, first-team players, and major media outlets such as Guardian (UK), and El Periodico (Spain)

SKILLS

PRODUCT STRATEGY & INNOVATION: Product Vision & Roadmap Development, AI-First Product Development, Evidence-Driven Decision Making, Marketplace Optimization, Business Model Innovation

LEADERSHIP & TALENT DEVELOPMENT: Cross-Functional Team Leadership, Managing Product Leaders, Hiring & Team Building, Distributed Team Management (6+ Countries), Mentoring & Career Development

GROWTH & EXECUTION: Revenue Generation (\$6B+), Scaling Products (10x+), A/B Testing & Experimentation, User Research & Insights, International Product Scaling

ORGANIZATIONAL LEADERSHIP: Strategic Partnerships & Integration, Complex Stakeholder Management, Organizational Change Navigation, Executive Communication, Strategic Resource Allocation

EDUCATION

NARSEE MONJEE INSTITUTE OF MANAGEMENT STUDIES Master of Business Administration (MBA), Marketing