

Aditya Pandya

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Entrepreneurial Product Leader: 15+ years driving transformational growth in B2C and Marketplaces by driving product strategy, making evidence-based decisions, and finding innovative solutions to complex problems.

Growth & Revenue Generation: Proven track record of creating high-impact products with results, including generating \$6B+ in revenue, scaling products 10x+, and helping tens of millions of people get jobs.

Leadership & Management: 10+ years of experience hiring, nurturing, and leading distributed, cross-functional teams of 150+, managing teams of up to 12 PMs and leaders who manage other PM managers.

EXPERIENCE

Various Startups

May 2023 - Present

Product Advisor

Advised early/growth-stage startups and investors in Marketplaces, HR Tech, and Automotive, leveraging deep product management expertise to drive revenue growth, conversions and retention

- Delivered tailored insights and growth strategies to C-suite executives and decision-makers using market trends, competitive analysis, and domain-specific insights

Indeed

Feb 2016 - May 2023

Senior Director of Product

Jul 2022 - May 2023

Led a PM team of 12 to create and grow products used by 50M+ job seekers and 3M+ employers, including job matching, resumes & profiles, sourcing, interview scheduling, and application transparency

- Rebuilt and established a new vision for Indeed's Profile team, aligning them with the company's marketplace strategy, driving a \$400M revenue increase and improving job seeker and employer satisfaction
- Pioneered AI-first user experience, delighting 50M+ monthly job seekers with personalized onboarding and activation through recommender systems
- Designed an intelligent content engine, collecting 215M+ qualifications/preferences monthly, enhancing search results and recommendations for 35M+ job seekers

Director of Product

Oct 2019 - Jun 2022

Directed a team of 8 PMs to improve "Easily Apply" for 45M+ job seekers and 2M+ employers, transforming Indeed into the world's #1 job application platform and generating \$6B+ annual revenue

- Reimagined the end-to-end job application experience on Indeed and partner marketplaces such as Glassdoor and SimplyHired, adding \$1B+ in revenue, and facilitating 1M+ additional hires annually
- Scaled "Interview Scheduling" from inception, facilitating seamless candidate-employer connections and reaching 10M+ interviews annually
- Expanded Indeed's reach beyond its ecosystem boundaries through innovative lead-generation capabilities by driving XXM monthly qualified candidates to SMB and enterprise employers

Senior Manager of Product

Jan 2018 - Sep 2019

Led a 5-PM team to grow Indeed's job application platform, increasing "Easily Apply" jobs 4.5x and job applications from 300M to 1B+ annually

- Leveraged ML models to boost candidate quality, preventing 13M+ unqualified applications and driving \$500M+ revenue
- Expanded Indeed's reach by establishing "Easily Apply" as the primary application method on Glassdoor, SimplyHired, and 1000s of third-party sites

Product Manager

Feb 2016 - Dec 2017

Managed a team of 2 PMs to simplify and improve Indeed's flagship job application platform, "Easily Apply," improving employer adoption and increasing application submissions

- Optimized the "Easily Apply" experience and boosted job application conversions by 12%, achieving \$XXM in incremental revenue
- Launched a world-class developer program for "Easily Apply," driving \$XXM in advertising revenue from SMB/enterprise employers and partners
- Coached the broader PM team across Japan, Singapore & India in addition to managing a team of PMs

MakeMyTrip

Apr 2014 - Jan 2016

Product Manager

Drove product vision and strategy for India's #1 Online Travel Agent, resulting in significant user engagement and revenue growth

- Drove \$XXM incremental annual revenue and 91% YoY increase in shoppers through growth initiatives for mobile app and Hotels vertical
- Spearheaded launch of V5 mobile apps, reimagining the end-to-end experience, achieving 4.6+ user rating and featured placements on the App Store and Google Play Store

Directi

May 2010 - Feb 2014

Product & UX Manager

Managed product roadmap and execution for Flock (enterprise messaging app) while contributing to significant revenue growth for BigRock (domain and hosting provider) through successful product launches

- Scaled Flock.co to 1.5M MAUs in 18 months through viral growth strategies and user-centric iterations
- Boosted BigRock.com's revenue by 36% (\$XM) in 6 months through global expansion and referral program

ADDITIONAL EXPERIENCE

totalBarça

Sep 2009 - Sep 2019

Founder

Built and scaled a community for FC Barcelona's English-speaking fans, attracting 1.2M+ monthly visitors and 700K+ social media followers

- Championed FC Barcelona's philanthropic mission, contributed \$32,000 to UNICEF, and garnered recognition from the club's leadership, players, and media for impactful community development

SKILLS

Leadership: Vision & Strategy, Change Management, Leading Distributed Teams, Managing Managers, Hiring

Product Development: AI/ML, Evidence-Driven Development, A/B Testing, UX Design, User Research

Growth/Monetization: Market Analysis, Business Model Innovation, Partnerships

EDUCATION

Narsee Monjee Institute of Management Studies

Master of Business Administration (MBA) in Marketing

Bachelor of Technology (BTech) in Information Technology