

Aditya Pandya

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SUMMARY

PRODUCT LEADER with 15+ years transforming vision into market-defining products that drive exponential 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 simple, intuitive experiences that solve hard 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 the Profile team, launching AI-powered profiles that transformed resumes into dynamic, intelligent profiles, improving visibility for 350M+ job seekers and driving \$400M in incremental revenue
- Pioneered AI-first experiences, delivering personalized job recommendations and streamlined onboarding for 50M+ monthly job seekers
- Developed an intelligent content engine collecting 215M+ qualifications and preferences, improving job recommendation relevance for 35M+ job seekers and generating 9-figure revenue increase
- Scaled matching and sourcing products (Resume Search, Instant Match), expanding the qualified candidate pool by 60M

DIRECTOR OF PRODUCT

October 2019 - June 2022

Directed a 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
- Built APIs to support two AI-powered chatbots, enabling conversational job applications across WhatsApp, Facebook Messenger, and web, broadening access and simplifying the hiring experience
- Launched and scaled Interview Scheduling from concept to 10M+ interviews annually, leveraging ML to surface qualified job seekers, eliminating back-and-forth and reducing time-to-hire from weeks to days

SENIOR MANAGER OF PRODUCT

January 2018 - September 2019

Led a 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
- Transformed the job application experience into a quality-first funnel using ML to reduce 13M+ low-quality applications monthly, improving employer outcomes and contributing \$380M+ in revenue
- 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 a 9-figure increase in incremental annual revenue
- Launched world-class developer program for "Indeed Apply", driving a 9-figure growth 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 an 8-figure increase 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 a team of PMs 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% 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