

# Aditya Pandya

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## SUMMARY

Product Leader with 15+ years of experience in orchestrating systemic changes and **scaling multi-sided B2C ecosystems 10X**. Generated **\$6B+ in revenue**, and built **high-performing teams of up to 12 product managers and leaders** across global markets. Combines strategic leadership and a strong understanding of AI to deliver **intuitive experiences that solve hard problems at scale**.

## EXPERIENCE

### PRODUCT ADVISOR at **VARIOUS STARTUPS**

May 2023 - Present

Advised early/growth-stage startups (Marketplaces, HR Tech, Automotive) on product strategy

- Delivered data-driven insights to C-suite executives, shaping critical decisions with multi-million dollar impact
- Guided teams through pivotal growth phases, driving substantial revenue and retention improvements

### INDEED

February 2016 - May 2023

#### SENIOR DIRECTOR OF PRODUCT

July 2022 - May 2023

Led a team of **12 product managers & leaders**, building products used by **100M+ job seekers** and **5M+ businesses**

- Built and launched **AI-powered profiles**, improving visibility for **350M+ job seekers**, driving **\$400M ARR**
- Pioneered **AI-first experiences**, delivering personalized job recommendations for **50M+ monthly job seekers**
- Developed an intelligent content engine, improving job recommendation relevance for **35M+ job seekers**
- Scaled matching products (Resume Search, Instant Match), **expanding the qualified candidate pool by 60M**

#### DIRECTOR OF PRODUCT

October 2019 - June 2022

Directed **8 product managers** focused on the Applications pillar used by **45M+ job seekers** and **2M+ businesses**

- Reimagined job application experience, making Indeed #1 globally and adding **\$1B+ revenue** with **1M+ hires**
- Built APIs for **AI-powered chatbots** on WhatsApp, Messenger & web, enabling conversational job applications
- Launched Interview Scheduling from 0 to **10M+ annual interviews**, reducing time-to-hire from weeks to 6 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

- Scaled Indeed Apply from **300M to 1B+ annual applications**, directly impacting multi-billion dollar revenue
- Launched **ML-powered application experience**; removed 13M low-quality applications/month with **\$380M ARR**
- Established Indeed Apply as primary application method on 1000+ sites and marketplaces, including Glassdoor

#### PRODUCT MANAGER

February 2016 - December 2017

Managed a team of **2 product managers** for Indeed's flagship job application platform, Indeed Apply

- Optimized job application experience, lifting conversions 12% and **adding 9-figure ARR**
- Launched developer program for Indeed Apply, driving **9-figure revenue growth** from employers and partners
- Built Apply Everywhere to help **7M+ monthly job seekers** apply on third-party sites using their Indeed Profile

#### PRODUCT MANAGER at **MAKEMYTRIP**

April 2014 - January 2016

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

- Drove mobile app and Hotels initiatives, generating **8-figure revenue** and **91% year-over-year shopper growth**
- Spearheaded launch of new mobile apps, **achieving 4.6+ rating** and featured status in App/Google Play Stores

#### PRODUCT & UX MANAGER at **DIRECTI**

May 2010 - February 2014

Led **4 product managers and designers** for Flock (enterprise messaging) and BigRock (hosting/domain provider)

- Scaled Flock to **1.5M monthly active users** in 18 months via product-led growth and user-centric design
- Executed global expansion and referral program, driving **6-figure ARR** and **36% revenue growth** in 6 months

## FOUNDER at **TOTALBARÇA**

September 2009 - 2019

Founded globally recognized community for FC Barcelona, attracting **1.2M+ monthly visitors** and **780,000+ fans**

- Embodied FC Barcelona's "*More Than A Club*" philanthropic ethos, **donating \$32,000+ in revenue** to UNICEF
- Fostered collaborations with FC Barcelona, earning recognition from Board, players, and major media outlets

## 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

Bachelor of Technology (BTech), Information Technology