**

*(This doc is open sourced to all NewsCred employees. You’ll see edits, comments, and suggestions that will help us build a company and culture that we love. We’ve also opened up this doc for anyone in the world to view -- so you all can get a sense of who we are and what we stand for)*

**HOW WE WORK**

This book is about our values, our culture and who we are as a company. It is not an employee handbook. Those generally suck mainly because they are not written by the employees themselves. Instead, this is a living document that helps us collectively articulate what makes NewsCred great. We talk about our values, and why we value them. We also talk about important things like how we hire great people. Or how we measure performance. We don’t talk about unimportant things like how to measure vacation days (we don’t) and how to file expenses (ask a friend). We talk about important things, mainly because it should help make the decision making process easier, faster and more autonomous.

Everyone in the world needs a job (well, almost everyone). Some do it for the money. Others do it for the privilege and honor of the work. The luckiest people are the ones who get both. We at NewsCred realize we are in that fortunate camp.

One of the greatest things about working at a startup is that we can collectively design a company that we want to work for. There are no excuses that we can use for not enjoying our work – because the power to change the environment and the status quo is in our collective hands. “That’s just the way it is” doesn’t apply here. So when people ask us what we’re building, the first answer should be “We’re building a great company where we want to work.” Everything else is secondary.

So what does it take to design a great company?

**1. People**

**2. Values**

**3. Purpose**

**4. Practice**

In the following pages, we’ll go through these four pillars and share what really matters to us. This book, like our company, belongs to all of you, so this is a collaborative effort and now open sourced to the NewsCred community. Make comments, suggest edits, share ideas.

**How Edits Work:** We’ll use a simple guiding principle for edits -- if you have a suggested change, do it as a comment or track changes. If a second person agrees with the comment or suggested change, that person can accept it and it becomes part of the book forever (or until two people decide to change it again!). No other approvals needed -- think of this as open source with a peer review before commits.

**PEOPLE**

This is the only thing that matters – we can screw up in everything else, but if we hire the best people, things will work out. A great team with a bad idea can still execute and make it work. A bad team with a great idea will fail every time.

It’s important that we don’t hire people just like us. NewsCred is a bit weird. A bit funny. Sometimes crazy. But we are always passionate, smart, and hard working.

We want people that are different from us whenever possible. Diversity of thought is a beautiful thing. However, we do want people who are just like us when it comes to sharing our common values on designing a great company (see below).

Some people say “Don’t do business with friends”. We feel the opposite. We highly encourage hiring friends. If they are your friend, they are probably awesome, right?

We don’t care about which school you went to or what your background is. We care if you are smart and hungry. You should also be fun to hang around. The airport test usually works: will I enjoy being around this person if I get stuck in an airport for 12 hours with them?

Another great trait for people we hire is to ask the simple question: “Would I work for this person?” This is an especially important test for someone who is joining your team and working *for* you.

One non-negotiable attribute that we look for: resilience. Building a company is really fucking hard. It’s a grind, and it takes its toll. Long hours, being away from family, constant no’s, epic failures, the feeling like it’s all built on a house of cards. These are the emotions that you will feel, we guarantee it. So unless you are ready to persevere, this may not be a good fit for you. That’s why we love working with people who have overcome a lot of obstacles in life. It’s fine if you haven’t, as long as you are ready to persevere when staring failure in the face. But have no fear, your other awesome colleagues will band together and we will always fight as a team.

No assholes. This one doesn’t require any additional context.

So how do we find great people? Look at the *values* and *practice* sections below, and then use those attributes when interviewing (and eventually retaining and rewarding) people.

But first, let’s start with why we exist in the first place.

**PURPOSE**

We’ve thought a lot about our purpose over the years. Time and time again, we’ve always come back to one simple idea: Advertising broke the internet, and we all need to do something to make it better.

If you think about it, marketing has pretty much been done the same way for the last hundred years. It’s always been a one way conversation: brands blasting their messages out and expecting people to buy. But that doesn’t make it right.

We need to hold ourselves, our competitors, and our industry to a higher standard. And considering the talent, technology and culture we’ve built at NewsCred, we’re in a unique position to actually make it happen.

We think there's a better way. We believe the best companies in the world have a story to tell about why they matter and how they’re making our lives better at work and at home. The companies that truly stand out don't spam us with stuff we don't need or want. Rather, they teach us something new, make us feel something, inspire us to take action, and bring us together. The best companies are the ones that inspire, educate and make the world a better place.

Every day more than 200 brilliant people come to work at NewsCred, and commit their talents, passions, time and energy to shape the future of an industry. We’re pretty lucky. We work with incredibly talented people. We invent new products. We’re trailblazers in a new category. And we give back: as part of our social mission (different from *purpose*), each year we pay millions of dollars to help inspire and employ the next generation of great journalists, artists and creators.

**VALUES**

Let’s talk about values. These aren’t impressive sounding words that we put up on the lobby. Those things are nonsense. Our values are demonstrated tangibly every day – mainly by the people we hire and promote. In order for values to be tangible, they are usually behaviors that can be emulated. Some can be learned, whereas others are core to who you are as a person.

We believe values help us create the future we want to experience. They matter for four reasons:

1. Decision making: they help us make decisions, both big and small, every day
2. Identity: they help us educate the public (customers, prospects, potential employees) about who we are and why we’re different.
3. Hiring/Promoting/Firing: they help us hire and promote the right people and also tell us when someone is not the right fit.
4. Unity: they help us build internal cohesion and unity.

In order to win, we need a culture and values that help us achieve excellence as a team. Without further ado, here are the company values:

**1. Trust, over everything.**

Trust is the foundation of all our other values. And as such, you value it over every other thing.  
You first give trust in order to earn trust.  
You assume noble intent in all situations.  
You only say things about other colleagues that you will say to them directly.  
You avoid politics (gossip, favoritism, triangulation) at all cost, and you call it out if you see it.  
Sadly, if the day ever comes where you can’t give trust or assume noble intent, you know it’s time for you to leave.

**2. Teamwork, over brilliance.**

You love working in teams and get more satisfaction out of winning together than you do from individual success.  
You believe that being tightly-knit as a team is part of the foundation of great teamwork and so you make time to get to know your teammates, not just as colleagues, but as people.  
You neither hire nor tolerate brilliant jerks. Life is too short to spend that time with people that don’t care about each other or our common mission.

You believe that the quality of our people is hands down the best aspect of NewsCred and will fight tooth and nail to preserve this characteristic of our company.

**3. Compassion, over being right.**

You lead compassionately.   
You know that sometimes it’s better to be kind than right.   
You have strong opinions, weakly held.  
You treat people with respect, independent of their opinion, views or disagreement with you.  
You know that how we treat someone on the way out is as important as how we treat them when they are here.   
You give radically candid feedback because you know it’s the compassionate thing to do.

**4. Grit, over stability.**

You expect things to be tough, and exhibit perseverance and tenacity when the odds are stacked against you.

You know that a startup is a roller coaster. You are unfazed by chaos.

When things are broken, you bring solutions rather than dwell on the problems or complain.

You encourage and lead your colleagues when times are tough.

You understand that one day we will have stability, but until then, you're able to overcome the unpredictability/instability and instead focus on winning and succeeding.

**5. Customer obsession, over process.**

We exist because of our customers.

You take decisions that are in the best interests of our customers, always. Even if that means breaking process or challenging the status quo.

You don’t take no for an answer if it helps our customers.

You never put commercials (contracts, out clauses, etc) above what’s right for the customer.

You obsess about our customer’s business results and ROI.

We know that some of our values are aspirational. That means we are still working hard to live up to them every day. For example, we want to drive ownership at every level of the company. But sometimes we hear that people don’t feel empowered to make a decision. Tell us. The point of this book is to help you make decisions using a framework, but maybe we didn’t do a good enough job with the framework, or its unclear, or we’re simply not upholding one of our values. We need to hold each other accountable and help each other uphold these values. If you see a decision that gets made that is contrary to our values, or contrary to something in the book, then call it out. Either we made a mistake in that decision, or we should edit our book and in some cases, our values (this would be a *big* deal).

We must remember that none of the values above are at the expense of NewsCred. We must put the company first, even over what’s best for you or your department.

**PRACTICE**

The following sections outline some of the ways we exhibit and live our values every day. Bottom line: it takes practice. We are constantly iterating and striving to be better -- as individuals, teams and a company.

**Transparency**

We love ultimate transparency. Whether that’s sharing our board deck with the whole company or discussing product problems openly, we’d rather talk about it than not. Our level of transparency should make you *slightly* uncomfortable. But then it should make you feel awesome to be part of a company with this type of open culture. If you are ever on the fence with a decision on how open to be, always err on the side of sharing and transparency. Sometimes it’s harder, but it’s usually worth it and people will like NewsCred more because of it. The only time not to be overly transparent is with someone else’s personal confidential information (obviously).

**Radical Candor**

Closely tied to transparency is the notion of radical candor. We believe in being radically candid with each other, in every interaction we have. Whether it’s in a meeting, quick feedback in a hallway conversation or a formal performance review, the company will get better if we can all talk to each other honestly and directly (in a “bullshit free zone”). We don’t need to be rude, but we shouldn’t avoid giving direct feedback because it’s hard or uncomfortable. In fact, some people confuse being radically candid with lack of empathy. We believe it’s the opposite: if you really care about someone, make sure you tell them what they’re doing wrong and how they can do better. [Read this article](http://firstround.com/review/radical-candor-the-surprising-secret-to-being-a-good-boss/) to dive into this topic, and then share that link with everyone you know!

Don’t wait for feedback to happen - ASK FOR IT. This can be as simple as scheduling 5 minutes after every meeting to debrief and share thoughts or sending a feedback form after presentations. Our goal is to make respectful and radical candor a regular part of each and every day at NewsCred.

**Risk**

We’re a startup, let’s act like it and take some risks. When in doubt, take the risk and ask for forgiveness later. Risk tolerance is our competitive weapon ([read this](http://redeye.firstround.com/2009/03/nothing-to-lose-or-risk-tolerance-is-a-competitive-weapon.html)) as long as we hire smart people who take calculated risks. That’s why hiring is even more critical.

**Own big ideas**

We want everyone to own big ideas (others call this value “Be your own CEO”). No matter your job, title, seniority, experience or tenure, everyone’s voice is equal. Everyone on our team has the power and responsibility to see their vision through. Forget job titles. The true sign of respect is owning something, taking accountability, and seeing it through. Don’t wait for someone to tell you it’s okay to do something big -- just do it.

**Focus**

As curious people, we aren’t always naturally focused enough. So we have to work hard at this and as a company, we have a long way to go to really live and breathe this. A good example of focus is determining what not to build into our product. That is as important as deciding what features to build. Focus is probably one of the practices that we all need to get better at.

**Saying “no”**

Every once in awhile, someone will say “no.” In almost every scenario, asking “why not?” is the correct response. The one exception is in product -- sometimes not building a feature is the right answer (see part above about focus).

**Optimism**

While not a value, you’ll see that people at NewsCred are generally optimistic. We really like that. To be clear, you don’t *have* to be a constant glass half full person (which is why it’s not a value, else it would makes it very difficult to hire people who are not as optimistic). But when we talk about being optimistic about the future, often irrationally so, we refer to the long term. In the short term, obstacles need to be overcome with tactical or strategic plans. Real answers. Often it means crawling through shit and entering the valley of death. But long term, we always believe that we will win and overcome any and all hardships on the journey. We should believe that with full conviction with every ounce of belief in our bodies.

Short-term reality about the hard truths, coupled with long-term optimism and conviction is how to survive even the hardest of wars. Here is a good parable about this [seeming paradox](http://jobtransition.net/wp-content/uploads/2011/07/The-Stocksdale-Paradox-from-Good-To-Great.pdf)**.**

**Find solutions**

Finding solutions is a big part of being gritty. We want to be solutions oriented people. No one likes naysayers. We recognize that there will always be obstacles, but success is about demonstrating persistence and resourcefulness. We approach challenges creatively and collectively so that nothing stands in our way. No one should ever come to a meeting with just a problem or a list of problems. Those should always be accompanied by solutions and preferably a best option. And remember - problems aren't problems until they're problems. And even then, they may not be problems.

**Fast is better than slow**

We need to focus and deliver high quality work. But we will always have a bias towards action. Theorizing possibilities (and worrying about unintended consequences) can lead to inaction and slowness. Being fast may mean we break a few things, but ultimately, it also means we can get better quickly. This is not just reflected in how we ship product. But also how we roll out compensation plans, new systems, new contracts, or even how we run meetings (everyone hates slow meetings). Sometimes being fast will mean we get things wrong. But if you fail, fail fast. Then learn, and go win.

Being fast is generally awesome, except when you are running towards a cliff. So let’s always make sure we are running fast in the *right* direction, with the ultimate goal of delighting customers or making NewsCred a better place to work. Running fast for no direction or purpose is actually worse than being slow.

The only exception to the fast rule is hiring. It’s always better to make sure we hire someone awesome, even if it takes time, rather than rush into hiring someone “good enough.”

**Compassion**

Compassion is a company value, but some additional thoughts on that topic here. How well you treat others, especially how you treat people who can’t do anything for you in return, is a true measure of compassion. We want to surround ourselves with people who go out of their way to be kind. As we’ve mentioned before, sometimes it’s better to be kind than right. This is especially exhibited when we let people go. We will always go the extra mile with extremely generous severance, support for insurance, and helping people find a job. It’s the right thing to do.

**Diversity and Inclusivity**

At NewsCred, we believe that diversity is an essential part of a healthy workplace, and that inclusivity is more than just good intentions. This is an area that has received targeted attention in the form of the NewsCred Diversity Council, whose mission is twofold: We aim to both increase and maintain a diverse workforce, and to create an inclusive environment for all employees regardless of race, gender, gender identity, ethnicity, religion, sexual orientation, age, ability, or background. We continue to set goals for ourselves and recognize areas for improvement as we go. Tech companies are not always known for their inclusivity, and we want to be the exception to that, following the example of those who’ve succeeded in creating a cooperative, inclusive, positive environment for all employees.

**Eating together**

Eating is not a value, but it directly correlates to our “family first” value. In almost every culture, eating with your family, or breaking bread with friends, partners, customers is a great tradition. It brings people together. That’s why we instituted Friday lunch. It’s not just to give everyone a free meal. That is a perk, not culture. The goal is to get people from different teams to sit together, eat together, share stories and generally build better relationships with your neighbor. As a result, please don’t just take your food back to your desk and stare at your computer.

**Meetings**

Meetings generally suck, so let’s try and avoid them. Realistically, sometimes they are necessary. Rather than come up with a list of meeting rules, the “be reasonable” framework works really well here: be reasonable with how many and who you invite, with timezones, with how long the meeting is etc. Most importantly, we should start *every* meeting with stating what the goal of that meeting is. Jeff Weiner, an incredible CEO (at LinkedIn), has instituted a culture where every meeting begins with the organizer saying “This meeting will be successful if…” followed by a very specific answer. Try it!

**Managing**

“If you want to build a ship, don't drum up the people to gather wood, divide the work, and give orders. Instead, teach them to yearn for the vast and endless sea.” - Antoine De Saint-Exupery.

We found this quote in Netflix’s culture deck, and it summarizes what great management is all about: inspiring your team and focusing on the result. No one wants to be micromanaged.

**Loyalty**

There is debate about loyalty and if it’s a good thing or bad. Here at NewsCred, we are loyal. If someone has given everything to this company, then NewsCred needs to do everything to give back to him or her. Even if skills or roles or performance change, we won’t just forget the past. Before we take a hard decision (and sometimes that is the only choice), we will exhaust all options to repay loyalty. For example, if someone’s role becomes obsolete but they have gone above and beyond and consistently performed at a high level, we should try and find a new role. Or if a long term, loyal, hard worker’s performance suffers because their role changes, then we should try and retrain them. We value adaptation over specialization, so the expectation is that the person will also seek to learn new skills. Remember, if NewsCred hits a temporary rough patch, we want people to stay loyal to us. So we can’t forget them if they hit a rough patch.

**Hard work**

At NewsCred, people work smart AND hard. NewsCred is a fast paced, intense place, so be prepared for that -- it’s not a fit for everyone. The good news is that we’re all in this together. Teamwork is one of the greatest rewards of startup life, and you’ll always remember the teammates who stay by your side when the going gets tough. In fact, employees anonymously vote on which one of their colleagues should be rewarded with the quarter’s “All In” Award which recognizes 4 employees each quarter whose hard work and living up to our values stood out amongst their peers. These 4 employees are presented the award in front of the entire Company and are granted 500 additional shares of NewsCred options, as we want to ensure hard work on the Company’s behalf results in increased ownership interest.

**Performance Reviews**

We’ll always experiment with new ways to measure and review performance. Some will work, some won’t. But one thing won’t change: actual performance reviews should be happening all the time, on an ongoing basis between manager, employee and their colleagues.This could be over a cup of coffee or during weekly one on ones. We should never wait till the end of the quarter or end of the year to review performance. If so, we’ve failed. In addition, each team should do performance reviews in the way and format that is best suited for their respective functions. It doesn’t make sense for sales to have the same performance management process and documentation as engineering.

**Variable Compensation and Base Salary Increases**

Some companies guarantee year-end bonuses, which means it’s just part of your salary, but paid out later. That doesn’t make sense. A “bonus” should be for folks that go above and beyond to make impact at NewsCred, and also a reflection of how well our company is doing. To that end, every quarter we set ambitious goals, both for each employee and NewsCred as a whole, and part of our overall compensation is tied to the achievement of those goals. If you and NewsCred are doing an amazing job, you should reap the rewards of that.

We do this quarterly because startups move fast, and we have to pivot if we learn that we are working on the wrong thing. We can guess, but we can’t know for certain at the beginning of the year what is going to be needed to succeed at the end of the year. Setting goals and rewarding employees quarterly also allows you to learn constantly and be rewarded for that learning. You struggled this quarter? That’s okay, figure out why and kill it next quarter. We want compensation to be based on performance, and more importantly, we want it to be *ridiculously and completely* merit based.

Base salary increases work in a similar way. The stronger your performance, the larger your increase will be. It directly ties to performance so that you always know where you stand. We don’t give any specific percentages in this book because the increase has things like inflation and cost of living baked into it. We regularly research the market, and as long as we’re doing well as a company, we’ll make sure our increases are always competitive and near the top of the market.

**Confidentiality and Reporting Workplace Concerns**

Our goal at NewsCred is to have a trusting culture where NewsCredders feel comfortable working out conflicts directly with each other. However, if you need to talk something out, or want to get coaching or guidance on how to best address a delicate situation, the People Ops team is there for you to talk to. We promise confidentiality and anonymity with the larger NewsCred organization so that you feel safe. No issue is too small or too big to discuss. If you believe a matter has specific ethical, legal or other concerns, please also feel free to talk to our legal team. And for any non-legal issues, our Values Committee is there as another sounding board. They have also signed confidentiality agreements for this purpose.

Where possible, our advice is going to be that you give feedback and work things out directly with the other person, though we are of course happy to help you think through what to say. We can help as mediators if needed, but in general, we’re all adults and we want you to handle things yourself!

If we hear something repeatedly as a theme (such as a lack of trust in a person), we may discuss it with a department head while maintaining your anonymity. For anything more serious that demands to be addressed (such as sexual harassment or other unethical or illegal behavior), People Ops and Legal will discuss and may conduct an investigation and take appropriate action.

What sexual harassment is and is not can be a difficult line, and there’s no way to “go to the book” on this. The criminal and civil legal definitions of sexual harassment are different in every town, city, state and nationally. We take it as unwanted sexual advances, especially persistent ones. In the case of NewsCred, our values tell us to take an extremely tough stance on any alleged sexual harassment in the workplace and to investigate seriously. Bottom line: You should feel like you are safe and being treated with respect here.

**Retention**

We should always use the “Netflix” rule when it comes to retention: pay people what they are worth, and don’t wait until they say they’re leaving to fight to keep them. Fight for them proactively when they are not looking and make sure they are paid competitively and given the right career path. As managers, this is a core responsibility.

Retention is obviously more than just about compensation. That’s why we want to do everything in our power to make sure you’re happy here. Just one example is investing in your education. Whether it’s for coaching, classroom style training or General Assembly classes, we’ll do whatever we can to help. The magnitude of our help will depend on how we are doing as a company, but talk to your manager or anyone on our People team to find out the deal.

From time to time, we’ll run experiments to figure out how to deliver more happiness. Some will work, and others won’t. But we’re always looking for ideas.

The last word on retention: people stay at a company because they realize that life is short and it’s important to do what matters. That is why the real way to drive world-class retention is by doing all of the things articulated in this book. If we can do all of these things, and do them well, people will stay.

**No Policies. Be Reasonable.**

This one is simple. We do not have any policies. Unless there is a written rule required by law (for example, we won’t discriminate when hiring), we do not have a single policy. None. Everything boils down to one simple statement: “Be reasonable.” How can this possibly work? Well, we only hire people that can interpret this statement in all contexts of work and life. If you need a lot of explanation and parameters defined about what being reasonable means when travelling or taking time off or spending company money, then we’re probably not the right place for you.

We always hear “Well that will only work when you are small. As you grow bigger, you will need all sorts of policies.” Our answer is simple: you only need policies if you don’t trust that you have the right people working at the company. So let’s focus all the attention that normally goes into defining the policies and channel that into hiring better.

Here are two examples of “Be Reasonable” applied to areas where other companies normally have policies.

**Vacation**

Take as much time as you want. Go to amazing places. Spend time with your loved ones. Don’t wait till you retire to do all the things you want to do. Go nuts. As long as you get your work done, and you let people know that you’re heading out, it’s all good. No one will keep track of your vacation time. We will keep track of your performance, so as long as you crush it at work, go explore the incredible world we live in.

**Parental Leave**

We want you to take the time to take care of yourself, your partner, and your new child. Up to twelve weeks, just take it. Discuss with your manager how the work will be covered, but figure that out and take it fully paid. If you feel you need more than that, we understand, and we’re happy to extend the unpaid leave you need.

**Spending money as if it’s your own.**

Being reasonable means spending company money as if it’s your own. Our CEO (me!) still shares a hotel room with early employees in order to save money. Being frugal should be a badge of honor. We travel economy (if you want to upgrade your travel, start learning airline and mileage hacks [here](http://www.flyertalk.com) and [here](http://www.thepointsguy.com)). There’s nothing wrong with the Courtyard Marriott.

The only time we should spend lavishly is on our customers. They are the reason we exist, so don’t feel like you need to take them to Dos Toros for lunch. Although Dos Toros is awesome, and get the burrito bowl to save on calories if you are so inclined. The extra spicy habanero sauce is worth it if you can handle the heat.

**Relentlessly Resourceful**

We are [relentlessly resourceful](http://www.paulgraham.com/relres.html) about our approach to work. Being scrappy and creative is how we survived the first few years, and it’s the exact same mentality that will help us survive the next fifteen. Creativity flourishes when there are a lot of constraints, even if it feels difficult in the moment. We will only be successful if we can maintain and cultivate the entrepreneurial spirit that attracted all of you to NewsCred in the first place. Again, it’s up to each other to hold one another accountable for being scrappy.

**Finally….**

Just like this book is a work in progress, so is our company. We are learning to get better every day, and we will constantly iterate and improve. This book, again like the company, belongs to all of you, so this is a collaborative effort and now open sourced to the NewsCred community. Enjoy building NewsCred!

\*\*\*\*

# **Inbound Project Manager**

at NewsCred [(View all jobs)](https://boards.greenhouse.io/newscred2)

Dhaka

NewsCred, the world’s leading enterprise content marketing company, is on a mission to create software that transforms how marketing teams work.

NewsCred is a two-time Gartner-leader and a regular Great Place to Work. Every day, across our New York, London, and Dhaka offices, nearly 200 brilliant NewsCred employees commit their passion, time, and energy to shaping the future of an industry.

Our bread and butter is enterprise content marketing, and we are the best in the world at it, with exceptional retention rates over our 10+ year history. Our teams combine strategic expertise, award-winning licensed and original content, and comprehensive-but-intuitive software to help the world’s biggest multinational brands publish content that people actually want in this world filled with ad noise.

But we are not resting on our success. We believe that modern marketing organisations will have their own operating system, just as Engineering has Jira and Sales has Salesforce. This Marketing OS will centralise where campaigns get planned and marketing teams work together. There are many big companies competing to be the winner, but we think we have the lead because of our expertise in content and the robustness of our software.

**Position Overview**

NewsCred Dhaka is looking for an Inbound Project Manager who will work closely with cross-functional teams -- Outbound Product Managers, Engineers, Designers, and stakeholders -- to ensure that the scope and direction of the Engineering team are on the right track. The ideal candidate will focus on bridging the communication between these teams to deliver quality software in a rapid, agile development environment colocated between Dhaka and NYC.

**Who Are You**

* You can juggle several user stories simultaneously and distinguish what is important from what is urgent and prioritise your time accordingly.
* You have an exceptional ability to communicate complex solutions to high-level executives one moment and then dig into code/architecture with engineers the next and grooming and planning with squads.
* You are a strategic and creative thinker who stays on top of the latest technology and business trends.
* You are adept at developing user stories and acceptance criteria with clarity and conciseness. You know the difference between good vs. great user story development.
* You will collaborate with Outbound Product Managers in NYC to ensure user stories and designs are developed on time, structure a plan to reach it, and inspire a cross-functional team in Dhaka to execute like a well-oiled machine.
* You can work autonomously but possess good instincts to know when you should escalate.
* You are comfortable working with the cross geographical product team, stakeholders, and users.
* You are a proactive problem solver and experienced at clarifying user stories when needed. You are responsible for the quality delivery of engineering deliverables and ensure automated testing is up to date.
* You obsess over quality and experiences and refuse to ship software that’s buggy or lowers your standards.

**What You’ll Need**

* You have exceptional oral and written communication skills, interpersonal skills, and can apply those skills in English.
* You graduated with a B.Sc. in computer science/engineering or related field. (Preferable)
* You have a technical understanding of the software development cycle.
* Preferably 1+ years of experience in software project management with Agile methodologies.
* You have a solid understanding of software development lifecycle models.
* You have excellent skills in communication, capacity planning, project/program management, processes, and change management.
* You are independent with a strong sense of ownership and ability to deliver.
* You have the ability to clarify, articulate, and document issues.
* You are highly analytical and organisational and are a master of time management and problem-solving.

**Why You’ll Love Working Here**

* Our culture is the most important thing we offer: a place to do your best work and a chance for your voice to be heard in a democratic environment as we shape a high-growth space. Learn more in our [“How We Work”](https://docs.google.com/document/d/1rmMXdNRgtzRWOMg4uUZdrLGck-l5g-VG5dc9jQR4gpA/edit?usp=sharing) document
* All-hands Demo Days on Wednesdays
* Communal transport facilities inside Dhaka
* Free catered lunch
* Best-in-class compensation plans
* Unlimited vacation days
* Two annual festival bonuses
* Medical insurance
* A light but frequent agile performance review process, to encourage ongoing transparency between managers and direct reports
* Training and development

*NewsCred is proud to be an equal opportunity employer, promoting and hiring a diverse workforce. We believe that diversity is an essential part of a healthy workplace and that inclusivity means more than just good intentions.*