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# Owens & Minor Halyard: Product Manager Full Time 2024



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**Company:** Owens & Minor Halyard

**Role:** Global Product Manager for New Product Development (NPD)

**Are you an international student? :** Yes

**If yes, What is your visa type? :** F1 OPT

**When did you begin applying:** Mid-November 2023, 2.5 months prior to offer acceptance

**Strategy used when applying:**

1. Worked extensively on resume building.
2. Identified the industries I want to work in AND I'll be a good fit.
3. Made sure I am applying in the first 24 hrs. of the job posting to stay up in the pile.
4. Balanced approach to both quantity and quality.



**Platforms used for applying to full time roles:** LinkedIn & company portals.

**Platform through which you applied for this role:** Company portal

**Number of rounds:** 5

## **Round 1: TA Initial Screening**

**Role of interviewer in the company:** Talent Acquisition Specialist

**Questions asked by interviewer:**

1. Availability for interview rounds
2. Notice period for current role
3. Salary expectations etc.

**Questions you asked:**

## 1. Hiring Manager's expectations

### 2. Interview timeline

### 3. Joining timeline

**Duration before the mail for the next round:** Right away on the call



## Round 2: Hiring Manager

**Role of interviewer in the company:** Director of Global Product Management (New Product Development)

### Questions asked by interviewer:

1. Resume Walkthrough

2. Why This role and industry?

3. Experience in NPD

4. Assessed my company research, understanding of the role and expectations.

5. Where do I see myself in the short term/long term?

6. What are my likes/dislikes about being a PM?

7. What I do when I am not working?

### Questions you asked:

1. Can you share about your career journey leading up to your current role within the company? Additionally, what do you love the most about your current role?

2. Could you discuss the most challenging aspect and the most rewarding aspect of your current role?
3. What are the top three to five qualities or skill sets that you believe are most important for candidates in this role?
4. Questions to know more about Product Portfolio, company direction, anticipated growth opportunities, and how I will be able to contribute towards.
5. To understand the upcoming stages of the interview process, could you share details about who I'll be meeting with next and provide some insights into their roles within the company?



**Duration before the mail for the next round:** 3 days

## **Round 3,4,5**

**Round 3:** North America counterparts of the Hiring Manager

**Role of interviewer in the company:** Director of Product Marketing  
(Downstream, North America)

**Duration before the mail for the next round:** 2 days

**Round 4:** North America counterpart of hiring Manager

**Role of interviewer in the company:** Product Management Leader  
(Downstream, North America)

**Duration before the mail for the next round:** 5 days

## Round 5: Manager of Hiring Manager

**Role of interviewer in the company:** Sr. Director, Product and Innovation

**Duration before the final offer:** 1 week

**Questions asked by interviewer:** (Combining this section for Round 3,4,5)



1. Can you walk me through your resume?
2. What motivated you to pursue a career in Product Management?
3. Can you share your understanding of our company's product portfolio and expectations for this role?
4. Why did I apply for the position?
5. How do you believe your skills and experience align with the requirements of this role?
6. Deep dive in the previous roles — achievements, challenges, thought process, execution strategy etc.
7. Specific experiences around data driven decision making, driving product roadmap, financial analysis, product launch etc.
8. Specific questions to understand my experiences in Product Development, product lifecycle ownership, teamwork, decision making etc.
9. How do you actively pursue continuous learning, and what drives your motivation to do so?

**Questions you asked:** (Combining this section for Round 3,4,5)

1. Can you share your journey of growth within the company and the various roles you've held over the years?
2. What factors made you stay with company for so long, what do you love the most about your current role?
3. Could you discuss the most challenging aspect and the most rewarding aspect of your current role?
4. How will I be collaborating with you and your team? Where and how will I be bringing value? 
5. What challenges I should be anticipating in the role once I start working?
6. From your perspective, what are the key qualities/skillset that are critical for success in this role?
7. Questions around company culture, growth and learning opportunities.
8. ("You mentioned this, so Following up on your previous responses...") could you provide more insights into the company's direction, product/market strategy, and any anticipated opportunities or challenges?
9. What do they do outside work?

## How did you prepare for interviews?

When it comes to the whole pre-interview prep and interviewing process, I can share following pointers:

1. Know your resume very well — Be prepared to tell compelling stories for every bullet, quantifiers, keywords and achievements. Spend more time preparing about the most recent and most relevant roles.

2. Understand why you got shortlisted — Identify what's common in the Job description and your resume, make sure you leverage this during every interview process.
3. Extensive company research — Right from the high level (mission, values, market positioning, financials, competitors, major pivots company has taken in past, product portfolio and service offerings etc.) to team level (role responsibilities, requirements, skills, tools etc.)
4. Prepare questions to ask to the interviewer which shows your interest in the interviewer, role, company, passion for the industry etc. Check their LinkedIn, prepare very specific questions.
5. Right from the initial communication with recruiter (mail/call), be highly responsive, schedule all rounds as early as possible, and show-up well prepared.
6. Interviewing Setup — Recognizing the importance of first impression, give attention to the small details like good lighting, camera angle, being well-dressed etc.



## Final thoughts

1. The application process can be stressful and overwhelming — Maintain self-motivation to stay on the track, take periodic breaks.
2. Make Job search an absolute priority — consistently keeping the preparation up-to-date ensured that I could approach each interaction with a strong foundation of knowledge and readiness.
3. Drive the narrative — Show passion, relevancy and readiness to learn.
4. Make the interview a two-way conversation — Approach the interview as a collaborative exchange rather than a one-sided interrogation. By

actively engaging with interviewers and asking thoughtful questions, I was able to establish rapport and demonstrate my genuine interest in the role and company.

5. Learn from every interview — Conduct a self-assessment after every interview and to identify areas of strength, areas for improvement, and valuable lessons learned. This iterative process allowed me to continuously refine my approach and enhance my performance in subsequent interviews.



## Resources that helped

- YouTube
- Company websites and social media
- Learning from the experiences of peers

Expereince shared by [Nivedita Todkar](#)

Interview Questions



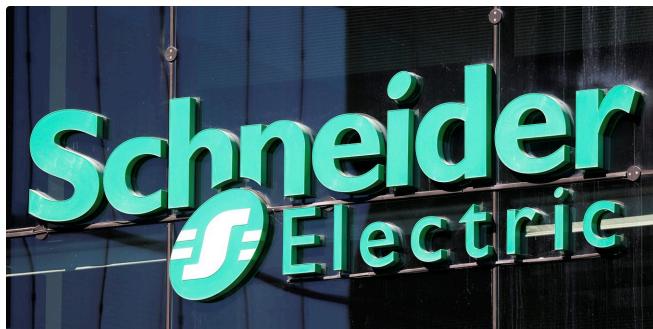
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- Led Your Transactions implementation for JavaScript front-end framework to showcase consumer transactions and reduce call center costs by \$25 Million
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### Projects

**NinjaPrep.io (React)**  

- Platform to offer coding problem practice with built in code editor and written + video solutions in React
- Utilized Nginx to reverse proxy IP address on Digital Ocean hosts
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 Alexander Nguyen in Level Up Coding

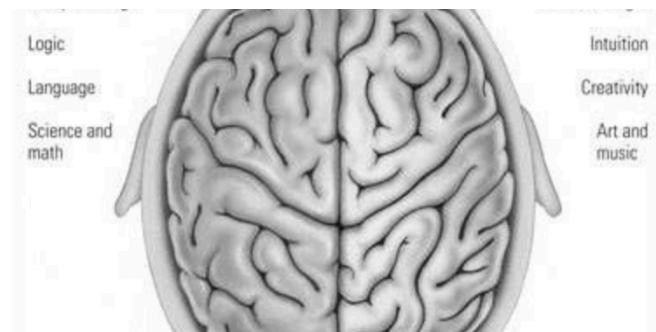
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