

RAZA HASHMI

Senior Product Manager & Technical PM

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Product Leader (8+ Years) specializing in scaling B2B SaaS from **0-to-1** to enterprise adoption. Proven track record of **diagnosing complex user pain points** and crafting **strategic product solutions** that solve critical challenges for thousands of employees globally. Expert in navigating ambiguity, managing cross-functional teams, and delivering high-impact systems that solve critical business problems (HR Tech, Fintech, Compliance).

CORE COMPETENCIES

Product Strategy

- Roadmap Planning
- Agile & Scrum Leadership
- GTM & Feature Launch
- Requirements Gathering
- User Research/UX

B2B / Technical PM

- SaaS Platform Scaling
- API & Integration Strategy
- Enterprise Security/Privacy
- Data-Driven Decision Making
- Stakeholder Management

Technical Advantage

- ML/AI Fluency (PyTorch/NLP)
- SQL & Data Analytics
- System Architecture Design
- Rapid Prototyping
- Technical Feasibility Analysis

WORK EXPERIENCE

Head of Product

SHAPE Global Ltd

Jul 2023 - Aug 2025

Remote / London, UK

- Product Strategy:** Owned the vision and execution for SHAPE's transition from a survey tool to a comprehensive HR intelligence platform.
- Leadership:** Managed cross-functional teams (Engineering, Design, QA) to deliver weekly sprints and major quarterly releases.
- Enterprise Scale:** Launched enterprise-grade features including Role-Based Access Control (RBAC), multi-level org hierarchy mapping, and admin portals.
- Commercial Impact:** Delivered key integrations and partner portals that enabled B2B customer retention and expansion.

Product Manager (Founding Member)

World Flourishing Organization

Nov 2024 - Jul 2025

Remote

- 0-to-1 Innovation:** Led the definition and development of a novel compliance framework for measuring organizational health.
- Requirement Definition:** Translated academic research into actionable product requirements and scoring logic.
- Prototyping:** Built functional prototypes to validate the "Flourishing Standard" with early stakeholders.

Technical Product Lead

SHAPE Global Ltd

May 2021 - Jun 2023

Remote

- Technical Execution:** Architected proprietary privacy algorithms, solving a critical customer pain point around survey anonymity.
- Performance Scaling:** Oversaw the backend optimization (caching pipelines) to support complex real-time reporting dashboards.
- Feature Delivery:** Collaborated with engineering to ship complex multi-layered reporting features on time and high quality.

Product Innovation Manager

SHAPE Global Ltd

Sep 2019 - May 2021

Remote

- **User Experience:** Redesigned user onboarding flows and survey configuration tools, significantly reducing setup time for new clients.
- **differentiation:** Pioneered a unique "Scoring" methodology that became a key product differentiator in the market.

Technical & Data Analyst

SHAPE Global Ltd

Oct 2017 - Sep 2019

Remote

- Gathered early user feedback to drive iteration of the initial product MVP.
- Defined the logic for survey analytics and reporting workflows.

Product & Data Analyst

Ofono App

Mar 2017 - Nov 2017

Remote

- Worked on core user features for capturing emotional feedback (sliders, emojis).
- Developed data structures for emotional tagging and sentiment analysis.

ADDITIONAL EXPERIENCE & EDUCATION

Machine Learning Researcher (Part-Time)

2018 - 2019

LUMS

Published research on Explainable AI (ICLR Workshop), sharpening ability to evaluate AI technologies.

BSc (Hons) in Economics

2016

Lahore University of Management Sciences

High Distinction

PUBLICATIONS & SELECTED WORK

- **ICLR 2022 CSS Workshop:** "Explainable AI: Object Recognition With Help From Background" (Co-author)
- **Privacy-Centric Algorithms Demo:** razahashmi.github.io/files/privacy_demo.html
- **Whitepaper:** Scoring System Design (razahashmi.github.io/files/SPS.html)