

POSITION DESCRIPTION

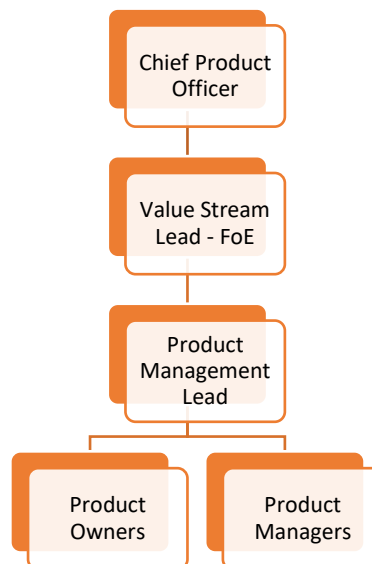
Position Title: Product Management Lead	Direct Manager: Value Stream Lead	
Budget Responsibility:	Direct Reports: 3-6	Indirect Reports: 0

WHAT YOU'RE HERE TO ACHIEVE

The Product Management Lead is responsible for leading the strategic long term sustainable success and profitability of the portfolio (where lead role exists).

You will play a critical role in leading the team who are collectively responsible for the product portfolio and ensuring the team's ongoing management, development, and transformation.

WHERE YOU'LL FIT IN #TEAMGALLAGHER



WHO YOU'LL BE WORKING WITH

INTERNAL RELATIONSHIPS	EXTERNAL RELATIONSHIPS
<i>Solution Delivery (Product) team</i> <i>Sales teams</i> <i>Wider Security team</i>	<i>Vendors</i> <i>End Users</i> <i>Channel Partners</i>

WHAT YOU'LL BE DOING

Key Accountability	Outcomes/ Expectations
<p>Product Strategy: <i>Lead the development and implementation of our product management strategy aligned with the overall Gallagher Security strategy</i></p>	<ul style="list-style-type: none"> • In coordination with the Value Stream Lead, define product vision and strategy and ensure it aligns with business goals and objectives. • Develop and implement a strategic roadmap for the product portfolio with a clear link to the Value Stream mission and the Security business strategy. • Collaborate effectively with other departments to ensure alignment between product development, marketing, and sales efforts. • Create buy-in for the product vision both internally and with key external partners. • Identify existing and emerging (internal and external) strategic risks and develop appropriate measures to mitigate them. • Form a deep understanding of market trends, customer needs, and competitive landscapes to guide product direction. • Ensure products in the portfolio meet customer needs and deliver exceptional user experiences. • Anticipate obstacles or roadblocks that could impact strategy execution and find creative ways to overcome them.
<p>Commercialisation: <i>Lead the process to get products to market to maximize revenue and align with customer needs.</i></p>	<ul style="list-style-type: none"> • Develop and manage the product portfolio budget. • Monitor portfolio performance and profitability, making data-driven decisions to optimise financial outcomes. • Determine, communicate, and monitor the portfolio's key measures of success. • Identify and mitigate risks to ensure sustainable profitability. • Strategically allocate resources (budget, people, and time) to prioritize high-potential products while optimizing overall portfolio performance. • Establish clear KPIs related to product performance, such as sales targets, customer acquisition, retention rates, and up-sell/cross-sell. • Maintain transparent communication with key internal stakeholders to align expectations and foster collaboration on commercial initiatives.
<p>People Leadership: <i>Motivate, inspire and empower the Product Managers and Value Owners in your purview to achieve high performance</i></p>	<ul style="list-style-type: none"> • Set clear expectations and KPIs with an alignment to Value Stream, Solution Delivery, and Gallagher Security strategy. • Provide regular, constructive feedback on delivering to expectations. • Hold yourself and others accountable for performance delivery and behaviour aligned with values. • Seek support, coaching, and guidance to support your leadership journey and to create a positive people experience. • Address issues early and escalate to Manager and / or People Business Partner as needed.

	<ul style="list-style-type: none"> • Welcome feedback from others and invest in yourself so you can be the best you can be. • Support organisational development initiatives that motivate, engage, grow and retain the team eg: upskilling/ training, high potential growth. opportunities, cross-functional work opportunities, recognition and reward programmes etc. • Develop a strong relationship with People Business Partner / Advisor to adopt a collaborative approach to optimising people opportunities and addressing people challenges.
<p>Leadership contribution: <i>Collaborate and engage effectively as a united front, and exemplify day to day what the Gallagher culture means</i></p>	<ul style="list-style-type: none"> • Actively participate as a member of the Leadership Team of the Value Stream by challenging thinking, seeking feedback, and contributing to discussions. • Share knowledge freely. • Role model, communicate & highlight our purpose, values and behaviours at every opportunity. • Respect the diversity in our teams and all voices are heard through honest, respectful communication and consistency. • Demonstrate a united front and support other leadership team members' individual development goals. • Drive effective communication and collaboration across marketing to drive effective outcomes quicker. • Champion inclusive global thinking.
<p>Innovation: <i>Continue to identify ways to innovate and improve what we do and how we do it</i></p>	<ul style="list-style-type: none"> • Stay updated on industry trends and emerging technologies to keep Gallagher competitive. • Embrace new thinking to innovate the way we develop products and solutions to reach new audiences, meet untapped customer needs and unlock growth. • Network widely to challenge your thinking and gain new insights and ideas that could be adopted by the team.

Including any other duties not specified that may be required to complete the role, and as requested by the Reporting Manager.

HOW YOU'LL BE DOING IT

Qualifications and / or Experience:

- Relevant tertiary qualification
- 10+ years plus previous experience in product or project management within a complex environment in the technology sector
- Strong financial analytical capabilities and the ability to use information / data / metrics to develop informed and factual business cases

Behavioural Competencies:

- Excellent relationship management skills and has confidence and ability to collaborate and influence stakeholders
- Exceptional leader that easily garners followers to form a cohesive, collaborative, connected team
- Forward thinking, operating one step ahead to anticipate opportunities and challenges
- Makes sense of complex, disparate information and appropriately analyses data to inform clear, considered decision making in an ambiguous, changing environment
- Welcomes feedback from others and adopts a reflective practice to identify and develop areas requiring growth

Protect what matters most.

Our purpose and our values apply to our extended Gallagher family including our employees, customers, partners and community.

