

THE SEARCH

Following a period of significant revenue growth, Invicti was ready to scale the product organization in a number of strategic ways, starting with the hiring of a Principal-level Product Manager who would report directly to the VP Product.

This hire would function as a strategic, market facing product leader, engaging with customers and stakeholders to identify opportunities and lead the discovery phase.

The scope of this hire would also own the development of the roadmap, GTM planning and the overall accountability, strategy, and execution of the new product introductions.

THE CLIENT

Invicti Security - which acquired and combined respective DAST leaders Acunetix and Netsparker - is transforming the way web applications are secured. An AppSec leader for more than 15 years, Invicti empowers organizations in every industry to continuously scan and secure all of their web applications and APIs with a highly integrated, automated approach spanning the entire software development lifecycle. Headquartered in Austin, Texas, Invicti serves more than 3,600 organizations worldwide.

SEARCH REQUIREMENTS

The single most important search requirement was deep subject matter expertise in AppSec or DevOps. It was also important that candidates had experience working as a Product Manager, delivering on product strategies that provided value and ensured ROI to enterprise customers.

Due to the fact that our client's product and engineering orgs were globally distributed, previous experience working in a similar model while still achieving success was important. Our search efforts were focused on European and UK based candidates.

Character qualities our stakeholder valued included self motivated, a mindset of change management, passionate about delivering premium products, and ability to thrive in a fast paced, outcome focused company.



SEARCH STATISTICS

Number of days to the 1st round of resumes: 11

Number of candidates considered: 6

Number of candidates interviewed: 5

Number of days to complete the search: 33

THE HIRE

- 15 years of employment experience
- Experiences included working for security and cyber security tech companies as well as on client side in the financial services industry.
- Leadership - both directly managing teams of 10 people and leading matrix teams as large as 5 agile teams.
- Accustomed to working with distributed teams as well as working for a startup business model which was intense and outcome focused.
- A thought leader and SME, regularly asked to contribute to or speak at industry events, stages, digital platforms/blogs and analyst calls.
- STEM degree, Masters in Science, MBA, PhD
- Based in the UK



Martyn Bassett Associates dove right in, spent the time to really learn what we needed, what would make a candidate successful, and was very collaborative in identifying potential candidates as well as fine tuning search requirements until we found our perfect candidate.

– Adam Goodman, Vice President Of Product Management

