

What if you put your energy into a positive impact job?

CONTEXT

In a context of strong growth and internationalization we are looking for **our first Product Manager!**

Reforest'Action is currently pivoting towards a more technological company in order to scale our impact. We are aiming at providing innovative solutions to develop and monitor (agro)forestry projects across the world over a 30-year lifespan.

We are looking forward to using **data-gathering software, satellite imagery, big data, and machine learning** to anticipate and control the impact of our projects, both on the ground and remotely. In the meantime, we will implement **blockchain** security to ensure data-integrity, thus building trust and accountability.

To achieve that, we're building a brand-new platform connecting project owners, contributing companies, and technological partners.

That's where you come in: our tech and product teams are just starting and this is the opportunity for you to make a difference!

YOUR KEY MISSIONS

We are looking for a talented Product Manager experienced working with **B2B applications** and who has an excellent understanding of the B2B landscape.

You will work with team members focused on environmental projects (forest engineers, impact and data scientists, developers), as well as with external partners.

Using the adequate methodology and coached by Matthieu (our CTO) you will:

Contribute to the product vision and roadmap

- Participate to roadmap and vision discussions, with a focus on how a product approach can increase the value of the Reforest'Action solution;
- Benchmark competition products and trends, assess requirements and priorities to stay competitive;
- Evangelize and train the Reforest'Action teams in product development methodology and best practices.

Define new features and improvements

- Lead the Discovery, collect requirements from customers, internal teams and stakeholders, clarify problems that need to be solved;
- Combine the best of Design Thinking, Lean, Agile and Product Management;
- Define feature specifications (user stories, data flows, sample dataset, prototypes...);
- Ensure technical feasibility, scalability and optimization with Impact Scientists and Software Engineers.

Manage delivery with Engineering

- Communicate and manage development cycles: deadlines, selected features, progression;
- Test your features to make sure that what your release is working correctly and iterate;
- Internally promote updates on new features and their online releases to ensure team alignment;
- Create and maintain the documentation on all of your features;
- Contribute to the improvements of the creation and delivery workflows.

Manage data partners 🗺️

- Investigate possibilities offered by new data sources from existing or new partners;
 - Work with partners to integrate new data sources in the solution;
 - Ensure quality of service with partners is well defined and monitored.
-

Within 1 month, you will:

- Discover our wonderful offices and have a hike in forest with our internal experts.
- Get to understand the ways our projects impact, not only climate but also biodiversity, soil and water quality, resources preservation or local community resources.
- Understand our company organization and its value proposal.
- Meet the green team through virtual and physical coffee meets and happy hours in Rueil-Malmaison.

Within 3 months, you will:

- Get a hand on our company's vision and the way our technological pivot is at its heart.
- Partner with key stakeholders like our Forest, Impact, Carbon, or Sales teams.
- Understand our technological ecosystem and learn to leverage it.
- Write features specifications and user stories.
- Manage the roadmap and product backlog.
- Ensure timely and effective delivery of new features.
- Attend customer discoveries and adapt solutions accordingly.

Within 6 months, you will:

- Become a subject matter expert for any topic related to the product backlog, the roadmap and the user stories.
- Have a global overview of our partners ecosystem and think proactively of new partnership opportunities.
- Get your solutions challenged by internal and external stakeholders.

YOUR SKILLSET 🎯

We know that perfect candidates don't exist. Even if not all of this applies to you, we'd love to learn more about you.

Must have

- **Solid experience as a Product Manager** in an agile team or startup;
- **Sharp analytical and problem-solving skills.** An engineering / computer science / mathematics degree is a strong plus;
- **Data-driven:** strong appetite for data topics and ability to manipulate, analyze large amounts of data to make informed decisions;
- **Product mindset:** knowledge of service design and case management (mockup, user flow,..) with a user centric approach;
- **Autonomy** to take initiative, make decisions and own your projects;
- Willingness to constantly **learn and improve**;
- You speak **English fluently** 😊 and French is a **nice addition** 😊

Nice to have

- You are **curious, creative and positive**.
- You have **great communication skills** to exchange with internal and external stakeholders, including the ability to communicate solutions effectively to technical and non-technical audiences.
- You **enjoy working collaboratively**, and you are at ease with working in a partially remote environment. You thus have good written communication skills.
- You **love lean methodology**. You implement things quickly, track the results and improve.
- You **like to test new things**. We'll encourage you to try crazy things in order to always offer the best experience to our customers.
- You're **always one step ahead**. When you work on a project, you're obsessed by all the possible evolutions that could come next.

Extra points

- Not afraid of a **fast-paced and ever-changing environment**.
- Experience in **managing complex projects** involving multiple technical and business stakeholders.
- Focused in building a perfect **user experience**: basic UI/UX design skills would be appreciated.
- **Tech-savvy**: basic knowledge of programming languages is an asset.
 - Our dev team tech stack is based on NodeJS / VueJS / MongoDB / PostgreSQL
 - Our impact team tech stack is based on Python / R / SIG / Excel 😊

ABOUT YOU ❤️

- You are self-**driven** and autonomous,
- You **love working as a team**, and so do us!
- You're **humble**, a **good listener** and always capable of challenging your own assumptions,
- You **like to learn new things** inside and outside of your domain,
- You're deeply **concerned about climate change** and willing to do something against it!

ABOUT REFOREST'ACTION 🌱

- Mission

Reforest'Action is a **B Corp** certified company whose mission is to **preserve, restore and create (agro)forestry ecosystems** across the world, in response to the climate emergency and the erosion of biodiversity. To accomplish this, Reforest'Action supports and develops projects with ongoing ecosystem impacts that are carefully monitored and measured over time.

Since its creation in 2010, Reforest'Action has undertaken more than **1300 projects** in **43 countries**, mainly through the contribution of more than **3,000 companies**.

Reforest'Action is now aiming to plant and regenerate **1 million hectares** of (agro)forestry ecosystems by 2030 and therefore contribute to the UN's objectives. Through its action, the company hopes to offer solutions to companies that support strategic sustainable development approaches and in so doing contribute to the transition towards a **regenerative economy**.

- Team & values

We are a team of **70 diverse and passionate employees**, committed throughout the world; we are looking for talents who share the values of **openness, care** and **humility** that we strive to embody on a daily basis, in all our initiatives.

- Recruitment process & useful information

After a first interview with a member of the HR team, you will also meet with members of your future team. During this process, we will make every effort to make ourselves available to answer all your questions and to be transparent and constructive in our feedback and exchanges.

.Position based in Rueil-Malmaison (near RER A train station)
.Company contribution to Navigo pass and lunch card
.Work from home possible

- Diversity

Reforest'Action wants to create an **inclusive and diverse** team. We respect and appreciate the **asset** and diversity of cultures, skills and experiences; we consider candidates from all backgrounds, **without discrimination** based on gender, age, disability or religion.

Join us! Send your CV and cover letter to recrutement@reforestaction.com

Unless you object, the applications received will be kept for 2 years.