How this Senior Product Manager enhanced the team dynamic, took ownership of the company culture and went above and beyond from day one

Firmex is a world-class leader in virtual data room security and document control designed as a secure online space for sharing confidential documents between companies. As an internationally recognized organization with over 75,000 companies trusting them to keep their documents safe – they had their sights set on a hybrid individual who could elevate their product to the next level.

With the common challenges of having product management talent being too technical, Firmex CTO & Co-Founder, Randy Rosenberg, knew they needed someone to be the glue that aligned with their direction.

Martyn came in highly recommended from a number of senior members on Randy's staff and got to work presenting high quality Senior Product Managers. To thrive in this role requires a great deal of influence, knowledge and experience, one that has a keen business acumen but can also innovate through minimalism. A rare breed to find when it comes to testing the free agency waters of product talent.

Martyn recognized what Randy and his team were looking for, and understood the specifics of not only the role but also what type of person they were looking for.

That's when Martyn introduced Moshe into the fold.

Moshe came in and brought a unique level of maturity and talent that is expected from a Senior Product Manager - but with a level that you don't necessarily find from the majority.

"Moshe came in and was very confident with his skillset, we found out that he had good competency in Product Management, but beyond that we had certain goals about converting teams to Agile and he latched onto it and spear-headed that entire process - which was amazing. He went above and beyond his responsibilities from day one."

- Randy Rosenberg, Firmex, CTO & Co-Founder

"We didn't want to go to just any recruiter - we knew that Martyn specialized in recruiting for Product Management talent and we needed a very specific person to come on board."

- Randy Rosenberg, Firmex, CTO & Co-Founder.

Often times it can be difficult to measure on paper the intangible elements associated with the Product Management role that immediate skillsets can't cover. Moshe not only had the right tools needed for success in the role, but was a phenomenal addition in how he enhanced their team dynamic by connecting with everyone on a personal level and even going as far as starting a book club.

"He took great initiative and certainly was not a wallflower, because you want people to come in and not just mesh into your culture – but take ownership of it."

- Randy Rosenberg, Firmex, CTO & Co-Founder