

What we would like is someone who has experience handling somewhat complex hardware OR software releases, so they know what it's like to manage a development and test schedule and managing risks and resources. If they have some videoconferencing experience – that would be great, but not a must have.

Here's the job description of the position we are trying to fill:

Hardware/ Software PM or SW-only Program Manager

Duties:

- Conceptualize, plan, develop, and write program plans. Identify, plan for and revise risk mitigation plans.
- Develop and track budget, making appropriate decisions to meet budget goals.
- Develop and track detailed program schedule via MS Project, working to keep development projects on schedule. Lead product team and ensure all cross-functional members are performing as required.
- Participate in engineering development activities (team meetings, build planning, schedule updates).
- For Hardware programs: Manage prototype activities, including identification of key components, planning of build schedules, and management of proto houses.
- For Software Programs: Knowledge of, and ability to run, Agile programs is preferred.
- Supervision Given/ Received: Initiates informal reviews of ideas and objectives within and across functional groups. Work is performed without management direction. Completed work is reviewed for results by senior management.
- Communication: Interfaces cross-functionally and leads team collaboration extending beyond work group. Requires excellent verbal skills and professional presentation. Sponsors and models exemplary team interaction.
- Pay commensurate with ability.

Issues with previous candidates (why the client did not hire them):

1. Poor communication ability from the candidates.
2. Lack of any engineering program management experience – experience was in manufacturing, IT, or executive coaching
3. Candidates have been out of the field since the year 2001
4. Lack of knowledge of taking a product from concept commit to FCS.
5. They repeated exactly my job description back to me, word for word, as the reason why I should hire them.