



THE DEVOTO GROUP, INC.

Executive Search Built on Relationships

May 2021

WHAT'S NEW

Announcements, Articles, New Information

3-Way Calls Series with Jeff, Sukesh and Our Latest Guest!

Jeff Devoto and Sukesh Garg sit down with leaders in technology to provide you insights into the latest developments in the tech industry.

From the Editor's Desk

In our **latest 3-way call**, Sukesh and I spoke to **Neil Gehani** about the latest trends in the industry around data privacy, the emerging blockchain companies, the cloud and much more. One of the key takeaways from our meeting was the philosophy that Neil and Sukesh both share around how they approach their clients to get the most out of their product development efforts.

From Sukesh: "Seasoned product teams need to be tuned with the market. Product-market fit is not a one time effort but a continuous exercise. There are three key questions to answer.

First, is there a market, is it large enough and/or growing?

Second, what is the vision/end-goal?

Last, what is the path (roadmap) to get to the goal?

Once the product teams can answer these questions with differentiation, the organization is set for success."

Next month we will look at our last call with Erik Suppiger and evaluate and critique JMP Securities' Elite 80 Technology Companies.

Sukesh Garg - Sukesh is currently the VP of Product Management at RedSeal. He is a valued client that we have worked with for the past 10+ years. We placed Sukesh into a product management role where he was Head of Products and Service Providers at Netscout from 2010-2014!

Neil Gehani - Neil is leading the product effort at Akash Network and one of our favorite people to work with as both a candidate and a client. Neil has incubated and built 2 startups within large companies

In This Issue

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The Devoto Group

The Devoto Group has been doing successful executive search for the past 20 years working with CEOs and Partners at Venture Capital firms.

Our specialty is Directors, VPs and CPOs of Product Management and CMOs, VPs, and other key roles of Marketing and Product Marketing.

Key clients include Aviatrix, Megaport, Netskope, Aeris, Sonatus, Feedzai, Citrix Systems, Okta, VeloCloud

and built and run his own companies. His experience spans many areas including security, blockchain, networking, and cloud technologies. <https://www.linkedin.com/in/gehanineil/>

Suggested Reading

Rich Mironov is a long-time acquaintance who runs **Mironov Consulting**. He has been a guest speaker at our Devoto Group Executive Luncheon Series, and we highly recommend him and his monthly newsletter (Product Bytes).

Some recommendations from Rich:

- 2019: [Reorganizing Product Teams](#). There's no universal "best practice" for organizing PM, and people issues are the toughest
- 2019: [Product Management Tips for Data Science Projects](#). Getting from lab to production with AI and machine learning
- 2018: [Building and Scaling a Product Team](#) Video of a Melbourne talk including product owners vs. product managers

"Goals.

There's no telling what you can do when you get inspired by them.
There's no telling what you can do when you believe in them. There's
no telling what will happen when you act upon them"

Jim Rohn

Marketing & Product Management Openings!

Check out these great opportunities...

Founded in 2004, this client provides a cybersecurity analytics platform to organizations. Their analytics engine creates functioning network models, tests networks, and more.

#1 Product Manager - Cloud (San Jose, CA)

Our client provides a no code mobile security and fraud prevention service. We worked with their CEO previously. He is a great leader.

#2 Sr. Technical Support Engineer (West & East)

#3 Sr. Technical Account Manager (West)

Our client is an enterprise cybersecurity company helping the world's leading organizations understand and secure their entire environment from the core to edge to the cloud.

#4 Product Marketing Manager - Cloud (West Coast)

#5 Product Marketing Manager - Services

#6 Product Marketing Manager - Security

Our client's technology delivers dynamic policy automation for Zero

(now VMWare) Gigamon, Pulse Secure, HID Global, NetScout, Infoblox, Skybox Security, Elastica and Financial Engines.

Trust between applications, users, services, and data to facilitate secure and confidential data exchange for high-value transactions using microservice delivery model.

#7 Head of Marketing (West Coast)

This fast-growing Healthcare IoT security company provides the security teams with a view of which medical and IoT devices are connected to better understand their associated risks, and protect against harmful cyber-attacks.

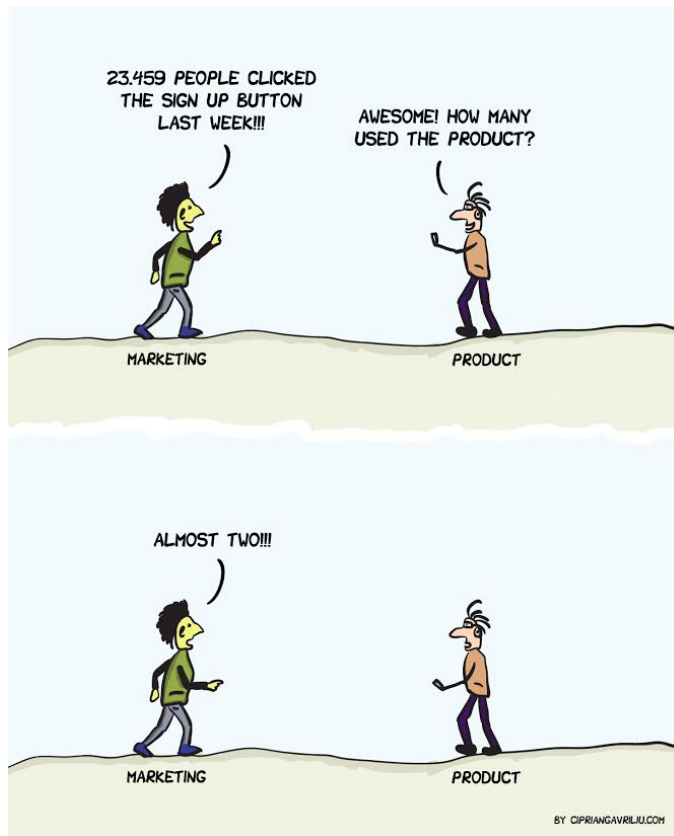
#8 Product Marketing Manager (New York)

Let us know if any of these openings interest you!

jeff@devotogroup.com

Just for this month (June), we are offering a \$1,500 referral fee for sending us a winning candidate for any of these openings.

Another great one by Cipriangaviriliu ...



EVENTS

Upcoming events In light of the current situation many of these are virtual

June 9

Silicon Valley Product Management Association Monthly Meeting

June 28-30

Circle K... ..

July 14

Silicon Valley Product Management Association Monthly Meeting

July 31 - August 5

Black Hat USA, Las Vegas

August 4

Silicon Valley Product Management Association Monthly Meeting

August 17-19

Gartner Marketing Symposium / Expo

KEY SUCCESSES

Devoto Group Testimonials & Placements

Testimonials

I've worked with the Devoto group for many years, both to find great Product Managers, and also to move my career to the executive level - it was Jeff who found the first VP role and started a journey that has led to Chief Product Officer of a public company. Can't recommend them enough."

Phil Montgomery, SVP of Global Solution & Product Marketing, FireEye

"I have worked with The Devoto Group for over a decade. Jeff helped me land my first VP role as VP, Product Management at Citrix Systems, where he also placed many product managers and product marketeers. I heartily recommend The Devoto Group if you are looking for your next, great product management hire, or opportunity.

In fact, I recently retained Jeff and his team to fill a key product management role at Sonatus. Also, they sponsor and host an excellent luncheon program — which I have attended many times and thoroughly enjoyed the discussions with the featured guest and other executives."

Troy Trenchard, Chief Product Officer, Sonatus

"The Devoto Group has been a long time recruiting resource for me over the past several years. Jeff and Andrea have a very strong portfolio of clients -- everything from early stage start-ups to big established companies. They have a very good understanding of key areas of marketing -- especially demand generation and outbound product marketing. They have always presented me with exciting roles and I am happy to recommend The Devoto Group if you are a marketing professional looking for your next opportunity!"

Debbie Margulies, Dir of Demand Generation, Stackrox / now RedSeal

"Jeff is a fantastic recruiter that I've worked with in the past for key product management and product marketing positions."

Michael used The Devoto Group for a key product marketing director hire when he was the CEO of tCell (acquired by Rapid7). He has subsequently made introductions to other CEOs to fill both marketing and product management positions

Michael Feiertag

"I would highly recommend Jeff and his team at The Devoto Group if you want someone to help you find your next great job but also stay in touch and impact your career."

Sukesh Garg, VP of Product Management, RedSeal

Placements - Key Marketing, Product Management & SE roles

Director, Product Marketing

- Our client's security cloud provides unrivaled visibility and real-time data and threat protection when accessing cloud service, websites and private apps from anywhere, on any device

Sr. Director, Product Management

- Our client is the first company to deliver unified network visibility and analytics on all data-in-motion, from raw packets to apps, across physical, virtual and hybrid cloud

Director of Product

- This current client is a leading provider of Network as a Service (NaaS) solutions. The company's global Software Defined Network (SDN) helps businesses rapidly connect their network to services via an easy-to-use portal or their open API.

Vice President, Product Management

- Established public company that has made its mark in cloud solutions for mobility, desktop virtualization, networking, cloud platforms, collaboration, and data sharing

ABOUT THE DEVOTO GROUP

Executive Search Built on Relationships

Founded in 1995, The Devoto Group is a leading executive search firm located in Redwood City, CA and serving the Bay Area. Our focus is finding talented individuals for sales, marketing, and product management positions for our clients -- early stage and mature high technology companies. We work with only the leading edge Internet

companies and we pride ourselves in locating high quality talent very

companies and we pride ourselves in locating high quality talent very quickly.

Our current focus is working with technology companies involved in networking, security, cloud and mobility markets.



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