



THE DEVOTO GROUP, INC.
Executive Search Built on Relationships

March / April 2026

WHAT'S NEW



Announcements, Articles, New Information

Message from Jeff Devoto, Managing Director of The Devoto Group!

AI and Its Impact

Sukesh Garg is a valued advisor and a consistent source of insight on emerging technologies. As a strategic partner to our recruiting efforts, we turn to Sukesh when evaluating how and when to pivot our business in response to market shifts.

Market conditions over the past 2–3 years have significantly impacted our business. See [this](#) LinkedIn post.

In addition, there has been substantial consolidation among small- to mid-sized technology companies. Private equity firms have been aggressively acquiring companies — particularly in networking and cybersecurity — at a rapid pace.

Because these companies have been the core of our business for more than a decade, this consolidation has had a meaningful effect. Many are no longer willing — or able — to invest in premium talent, as private equity ownership often imposes tighter hiring budgets. As a result, these organizations are increasingly turning to fractional executives, consultants, and other flexible resources to meet their needs across sales, marketing, and product management.

However, there is a path forward. A major shift is underway — from SaaS to AI — which creates new opportunities for job seekers who understand the implications and develop the right skill sets. We explore this in more detail in our interview with Sukesh below.

Sukesh Garg's Views on AI's Impact

For this issue, we connected with Sukesh Garg over coffee recently, and he shared with us his views on how AI is impacting the tech market. He mentioned this catchy phrase — "Security for AI and AI for Security" — and its meaning

which he explains below.

1. The title you suggested above is “catchy” but what does it really mean?

“AI for Security” means using AI to detect threats faster, reduce noise, and automate response/resolution. “Security for AI” means ensuring the environment running AI is protected by design — so misuse, expanded attack surfaces, and lateral movement risks are contained from the start.

2. You mentioned that AI will revolutionize the market in a similar way the Internet and the emergence of SAS did most recently. Please explain?

AI is a platform shift like the Internet and Software as a Service because it changes how work gets done, not just how software is delivered. The Internet connected everything, SaaS made it on-demand, and AI makes systems intelligent and autonomous — moving from tools ‘people use’ to ‘systems that act’ on their behalf.

3. You indicated that tech people (sales, engineers, support) that will benefit most are those that understand the intricacies of this impact. These individuals will be in big demand.

In each category, the people in highest demand will be those who can:

- **Translate AI into outcomes** (sales/marketing: business value, not features)
- **Design AI-aware architectures** (engineers: integrate automation, data, and security)
- **Operate autonomous systems** (support: manage systems that fix themselves, not just tickets)

The shift is from *tool expertise* → **system thinking + orchestration + risk awareness.**

As a search firm, we are identifying these individuals as they will be in big demand in this emerging and explosive market. We can help you with your search so you will be in the “highest demand”!

From Tom Fishburne ...



The Compounding Asset

With the emergence of a “new model,” as outlined in [A Newsletter for Technical Founders](#), we are entering a phase where AI-driven capabilities compound over time — rewarding individuals and organizations that can effectively leverage data, automation, and continuous learning to create out-sized impact.

"Either you run the day or the day runs you."

- Jim Rhon

Executive Lunches Coming Back!

The Devoto Group executive lunches have been scaled back, but we continue to host small (3-5 attendees) get-togethers at Bay Area restaurants. Stay tuned for our next lunch in May or June.

CAREER OPPORTUNITIES



Current Openings

Director/Manager, Post Sales Customer Success & Support - coming soon

You will be a key part of the sales team, with a laser focus on post sales. As the first person in this role, you will be reporting to the CEO.

Their Secure Access Service Edge (SASE) solutions enable smaller and medium-sized companies to gain complete control over their network traffic, security and privacy — from the core to the edge.

The ideal candidate will have 6–8 years in Post Sales Customer Support at a cybersecurity company with a strong technical foundation in networking and security fundamentals, as well as be comfortable working in public channels (e.g. Reddit, industry forums, Slack groups).

Sales Account Executive, West - coming soon

Our client is seeking a dynamic and results-driven Account Executive to join their growing team. As an Account Executive, you will be at the forefront of their sales efforts, driving business development and forging strong relationships with prospective clients. You will work closely with customers to understand their unique needs, positioning their client's innovative NaaS solutions to address their challenges and deliver real value.

\$1,000 Referral Fee for finding the Winning Candidate for any of the above-mentioned openings!

Let us know if any of these openings interest you.

jeff@devotogroup.com



Upcoming Events

May 2

Silicon Valley Product Management Association Product Camp

May 13

Silicon Valley Product Management Association Monthly Meeting, via Zoom

May 11-14

RedHat Summit, Atlanta

May 19-20

Gartner CSO Summit, Las Vegas

June 1-3

Gartner Security & Risk Management Summit, Maryland

June 2-4

Gartner Application Innovation & Business Solutions Summit, Las Vegas

June 8-10

Gartner Marketing Symposium/Xpo, Colorado

June 7-12

AI Con USA 2026, Seattle

June 10

Silicon Valley Product Management Association Monthly Meeting, via Zoom

June 15-18

Data + AI Summit, San Francisco

June 18-19

TechEx No America and AI & Big Data Expo No America, Santa Clara, CA

July 8

Silicon Valley Product Management Association Monthly Meeting, via Zoom

July 13-17

GenAI Week, Silicon Valley

July 18-19

GenAI Summit, San Francisco



Testimonials

Over the past decade, I've continued to rely on Jeff and his team for critical hires due to their ability to consistently identify top-tier talent. The professionals they placed not only contributed to the immediate success of the organization but have also gone on to achieve significant career milestones — clear evidence of the quality and impact of their work.

I highly recommend The Devoto Group for their ability to deliver measurable results through exceptional talent acquisition."

— Steven Shalita, CMO

"The Devoto Group has been one of our primary sources for talent. They are adept at listening to our needs, providing guidance, and engaging candidates from outreach through post-employment. They consistently have been able to fill key product management, product marketing, and systems engineering roles at an expedited pace and with stellar hires. They have worked with us over the past 3 years and we value their services. I would recommend Jeff and his team to any high-tech company looking to build out sales and marketing teams."

— Scott Gordon, Chief Marketing Officer, Pulse Secure

"Things are good here. Both Sales Engineers are doing really, really well. They fit in well with our culture, bring a ton of knowledge and experience and are very different from each other. Couldn't be more pleased with both of them."

— Rick Janssen, VP Global Field Operations, Plixer

"I connected with Jeff Devoto of The Devoto Group through a good friend while planning a career transition to Silicon Valley last Summer. Jeff quickly presented me to Infoblox for a Senior Product Manager role. As the role was a great match for my skill set, I accepted the offer and started last September.

Jeff and his team were very helpful throughout the process in presenting the position, preparing me for each interview, and assisting in the final negotiations to land the job, all while I was still based in NYC. I would absolutely recommend Jeff and this team if you are looking for a product management or product marketing role with an exciting Silicon Valley tech company!"

— Josef Krakora

"The Devoto Group worked tirelessly to help find the right job match and to prepare me for interviews that resulted from their hard work. Their communication with me along the labyrinth of the hiring process allowed me to focus on crushing the interviews while they dealt with the background details. If you are looking for high-tech work, the Devoto Group should be your first call."

— Scott Emo, Director, Product Marketing

Placements – Key Marketing, Product Management & SE roles

MARKETING / SALES / SALES ENGINEERING

MARKETING / SALES / SALES ENGINEERING

VP, Sales – Titanium, Inc.
Director, Product Marketing – Netskope
Director, Sales – RedSeal
Head of Sales - Feitian Technologies
Director, Product Marketing – tCell
VP, Product Marketing – Feedzai
Senior Director, Product Marketing – Elastica/Blue Coat Systems
Senior Product Marketing Manager – Netscout
Director, DemandGen – Cloud Cruiser
Senior Director, Marketing – PayNearMe
Director, Sales – Pulse Secure
Director, Sales – Arbor Networks
Director, Field Operations/DemandGen – Skybox Security
Director, Security Solutions – Gigamon
Senior Director, Product Marketing – Affirmed Networks
Director, Technical Marketing – Sinefa
Sales Engineer – Plixer

PRODUCT MANAGEMENT

Director, Product Management – Absolute Software
VP, Product Management – Citrix
VP, Product Management – Blue Coat Systems
VP, Product Management – Pulse Secure
Senior Director, Product Management – Pulse Secure
Director, Product Management – Megaport
Director, Product Management – Gigamon

About Us

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 executive level 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 on locating high-quality talent very quickly.

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



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