



THE DEVOTO GROUP, INC.
Executive Search Built on Relationships

May / June 2026

WHAT'S NEW



Announcements, Articles, New Information

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

Emergence of Fractional Executives

Over the last 2–3 years, the technology market has gone through some dramatic changes — most notably a shift from hiring full-time, salaried sales, marketing and product management executives to bringing in “short term” consultants or fractional executives to serve on an interim basis. These fractional executives are not full-time and simply advise (typically the CEO or other leaders of the firm) on key matters around their discipline.

My AI research (Perplexity) came up with the following information that goes into more detail around the emergence of fractional executives and why this model has emerged at this time.

Several macro shifts have driven the rise of fractional executives over the last few years:

Remote and hybrid work made “part-time executive” normal. Once leadership could be done over Zoom, it became easier to share a C-level leader across companies instead of insisting on co-located, full-time execs.

Another is cost pressure and risk aversion. A senior CRO/CMO/CPO in the Bay Area can easily run well into the high six figures with bonus and equity; many firms simply don't need (or can't justify) that much capacity yet. Fractional execs typically cost a fraction of the all-in compensation—often something like 25–50% of the equivalent full-time total, depending on scope.

Many early-stage companies and portfolio companies need senior direction but not a full-time headcount yet; fractional execs are a middle ground between “we'll figure it out with a junior lead” and “lock in a full C-suite”.

Surveys and market data show year-over-year growth in demand for fractional leaders, particularly in the U.S. and other mature markets.

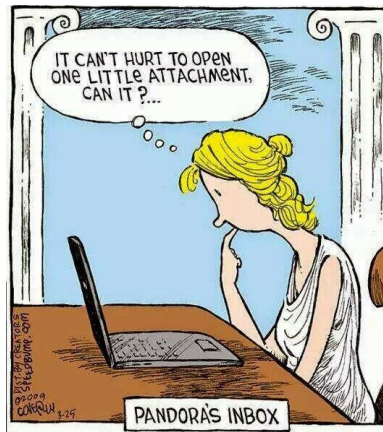
However, at the appropriate time, hiring a more senior, full-time sales, product

However, at the appropriate time, hiring a more senior, full-time sales, product management or marketing executive will be needed to provide the direction and leadership needed by fast-growing tech companies.

Interim CPO or Fractional CPO?

Note [here](#) what our trusted advisor (Rich Mironov) has to say and his views on "interim versus fractional CPOs". This comes from Rich's most recent newsletter.

Great cartoon from Dave Coverly ...



50+ Remote Work Statistics

Also, more and more technology workers are going to the office on a somewhat regular basis these days. See these statistics and WFH trends [here](#).

"Don't wish it were easier, wish you were better."

- Jim Rohn

Rohn emphasized working harder on oneself than one's job and noted that self-education leads to fortune.

And, a book you might consider by Jim ...
"7 Strategies for Wealth & Happiness"

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 July.

CAREER OPPORTUNITIES



Current Openings

Director/Manager, Post-Sales Customer Success & Support, remote work

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.

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EVENTS



Upcoming Events

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

August 1-6

Black Hat USA, Las Vegas

August 4-6

AI4 2026, Las Vegas

August 6-9

DefCon, Las Vegas

DevCon, Las Vegas

August 12

Silicon Valley Product Management Association Monthly Meeting, via Zoom

August 31 - September 3

VMware Explore, Las Vegas

KEY SUCCESSES



Testimonials

This message just in from a placement we are proud to share with our readers:

Hello Jeff, How are you? I have to say, you changed my life! I spent almost seven years at Feedzai. All in all, it was a pretty amazing experience, and I grew so much.

I'm at a new company now, but very much looking for another opportunity and would love to catch up. Let me know if you have any free time this week.

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

"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 Jenssen, VP Global Field Operations, Plexier

"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 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

"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

MARKETING / SALES / SALES ENGINEERING

VP, Marketing - Zenarmor
Director, Post Sales Support - Zenarmor
Sr. Product Marketing Manager - Absolute Security
VP, Sales – Titaniam, 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 – Plexier

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 – Citigroup

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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Suresh Garg, Advisor



Susan Murry, Director Research & Administration



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