

## Associate Product Manager

**Type:** Full-time

**Level:** Mid (3–5 yrs)

**Location:** Remote with onsite responsibilities in Bay Area / Mountain View

### About Outer Labs

Outer Labs is a product and design consultancy focused exclusively on the workplace. We are designers, technologists, and product innovators who bring our clients' digital and physical solutions to life, pairing creative strategy with relentless execution. We specialize in Product Design & Management, UX Research, Software Development, and Consulting, and for the past six years we've helped forward-thinking companies build custom solutions shaped by their people, spaces, and goals.

### About the role

Outer Labs is hiring an Associate Product Manager for a hybrid, growth-oriented role based in the Bay Area. You will split your time roughly evenly between supporting operations - currently an innovation lab in Mountain View - and contributing to product work, learning how early-stage physical products and deliverables are scoped, specified, and managed, and progressively taking ownership of them.

We take a broad view of product. Our work supports the evolving workplace and ranges from research to tangible prototypes, strategy, insight, synthesis, and observation deliverables. You will contribute to product and research initiatives across Outer Labs, applying and developing a product mindset across a variety of problems. We welcome candidates from any product background; expect to ramp quickly on our domain, learn by doing, and grow toward owning product-spec development and, ultimately, product management.

The products we work on are at the forefront of workplace innovation. The teams we collaborate with are multi-disciplinary experts and product thinkers. In your first months, you will learn by doing and observing - helping run the physical space, joining product discussions, and seeing firsthand how ideas progress from concept to specification to pilot. As you build context and judgment, you will take on greater product responsibility, owning spec development and growing into a full product-management role.

### What you'll do

#### Innovation Space support (~50%)

- Assist with prototype setup, basic troubleshooting, and on-site execution of lab programming.

- Help keep the lab organized, stocked, and ready for demos, tours, pop-ups, and pilots.
- Support visitor experience and capture feedback and observations during demos and pilots.
- Help document issues and coordinate follow-up with designers, engineers, and vendors.
- Help track product experiments and research running in the lab - what's being tested, what's working, and what isn't.
- Translate lab observations and user feedback into clear notes that inform product and research decisions.

### **R&D product & research (~50%, growing over time)**

- Support our team leads with products and deliverables scoping, prioritizing, and testing - spanning prototypes as well as research, analysis, UX, and synthesis outputs.
- Draft product requirements, specs, and research deliverables with guidance, taking on more ownership as you ramp.
- Contribute to product and research initiatives across Outer Labs to build a broad product mindset.
- Contribute to setting up operational systems to improve the product development operations and processes across a multi-disciplinary team
- Progress toward owning product areas, writing specs independently, and coordinating cross-functional work - the steps of a product-management track.

### **What we're looking for**

- **Experience:** 3-5 years in a product-adjacent role - e.g., product operations, project/program coordination or management, UX, analytics, consulting, or a hands-on operations role - with a clear desire to move onto a product-management track. Genuine interest in physical products, technology, and how users experience things.
- **Organization & ownership:** reliable, detail-oriented, and able to juggle two areas of responsibility without dropping things.
- **Communication:** clear writer and communicator who can turn observations into useful notes and, in time, specs.
- **Hands-on comfort:** happy to work in a physical lab, help with setup and troubleshooting, and learn new tools quickly.
- **Analytical instinct:** naturally asks "why" and "what would make this better," and enjoys learning from how people use products.
- **Bonus:** exposure to product management, UX, design, or workplace/innovation environments through projects.

## Location

Based in the Bay Area and able to work on-site at the client's Mountain View lab. Travel within the U.S. may be required to support Outer Labs projects.

## Compensation

Target base salary range of \$100,000 \$120,000 plus benefits.

## Growth path

A natural progression is: Associate Product Manager → Product Manager (owning product areas and writing specs independently) → Senior Product Manager. You'll be mentored on product thinking, spec writing, and stakeholder coordination, with increasing product ownership - and corresponding title and pay steps - as you demonstrate readiness.

## Benefits

- QSEHRA health-insurance reimbursement: up to \$537.50/month (individual) or \$1,091.66/month (family); non-taxable when premiums are paid with post-tax dollars.
- Paid parental leave for all new parents; unlimited PTO; 11 paid company holidays.
- Computer and home-office setup up to \$1000 one time, with phone and internet covered up to \$100 each per month.
- Annual stipend up to \$800 per year for education and professional development.

Outer Labs provides equal employment opportunities to all employees and applicants and prohibits discrimination and harassment of any kind without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local law.