

Product Manager

About Us

MeshAI.io was founded in 2018 by academics, scientists, and engineers in Canada with decades of experience in optimization and healthcare systems. A near-death experience for one of our founders—caused by fatigue from an error in scheduling—turned our research on burnout, inefficiency, and lost wellness into a personal mission. That work led us to create a new category of staff scheduling called “collaborative scheduling.” As a category leader, Mesh AI’s mission is to design intelligent, fair, and transparent schedules so clinicians can rest, feel respected, and focus on what matters most: caring for patients, not fighting with spreadsheets and call calendars.

About the Role

At MeshAI.io, we’re reimagining how healthcare teams share time, workload, and responsibility—and we’re looking for a **Product Manager** who cares deeply about both people and product strategy. In this role, you’ll have real ownership of the roadmap and how ideas become shipped features. You’ll collaborate directly with founders, engineers, and customers to turn messy, real-world clinician workflows into streamlined, functional product requirements. If you thrive in small, fast-moving teams, love solving complex logic problems with empathy, and want your work to meaningfully improve the daily lives of healthcare teams, we’d love to meet you.

Responsibilities

Product Ownership & Roadmap

- **Own and manage the product roadmap**, ensuring clear prioritization based on business goals, customer needs, and internal strategy.
- **Write product and technical specs**, organize user studies, and manage the product backlog.
- **Lead roadmap planning** and feature definition, aligning development with market demands and user feedback.
- **Act as the internal voice of the customer**, ensuring the product consistently meets real-world clinical needs.

Execution & Agile Delivery

- **Oversee regular sprint planning** and backlog refinement sessions.
- **Maintain clean and up-to-date documentation** and product artifacts.
- **Collaborate daily with engineering** to ensure efficient execution and timely delivery of features.

- **Identify, track, and report key product KPIs** by deriving insights from qualitative and quantitative data to validate hypotheses and measure product performance.

Cross-Functional Collaboration

- **Work closely with Customer Success, Implementation, and Sales** teams to gather insights, validate problems, and define solution requirements.
- **Support internal and customer-facing demos** for new features and major releases.

Skills & Qualifications

Required

- **Proven experience** as a Product Lead, Product Owner, or Senior Product Manager in a SaaS environment.
- **Strong understanding of Agile methodologies** (Scrum, sprint planning, backlog ownership).
- **Proven ability to influence** cross-functional teams and stakeholders without formal authority.
- **Track record of delivering tangible business outcomes** and successfully shipping complex features.
- **Excellent communication skills**, with the ability to bridge the gap between technical constraints and business needs.
- **Strong analytical and prioritization skills**, especially in fast-moving startup environments.

Nice to Have

- Experience in healthcare IT or familiarity with clinician workflows.
- Background in software development or high technical fluency.
- Experience working in early-stage startups.
- Experience with [UI/UX](#) design.

Why Join Us

- **Dynamic Environment:** If you thrive on energy and momentum, you'll love our workplace that keeps you challenged.
- **Growth:** Accelerate your professional journey with opportunities to learn and advance as we scale.
- **Mission-Driven:** Be part of a team transforming healthcare scheduling to prevent burnout and errors.
- **Impact:** Your work will play a crucial role in ensuring better outcomes for patients and clinicians alike.
- **Remote-First:** Enjoy the freedom and flexibility of remote work.

Our Core Values

- **Respect:** We care and respect others and our planet as a whole.
- **Integrity:** We are honest and apply radical candor with compassion.
- **Growth:** We are results-driven and detail-oriented.
- **Efficiency:** We are resourceful and lean and minimize waste.
- **Communication:** We make no assumptions and communicate clearly at all times.

Our Targeted Attributes

We measure candidates against our “**A.G.I.L.E. CARE**” set of attributes:

- **Adaptability and Flexibility**
- **Growth Mindset**
- **Integrity and Honesty**
- **Lean Operator and Resourceful**
- **Empathic Communicator**
- **Clinician-Focused and Caring for Healthcare**
- **Altruistic Team Player**
- **Responsible**
- **Effective**

It is the policy of Mesh AI to ensure equal employment opportunity without discrimination or harassment on the basis of race, religion, national origin, status, age, sex, sexual orientation, gender identity or expression, marital or domestic/civil partnership status, disability, veteran status, genetic information, or any other basis protected by law. Mesh AI welcomes and encourages applications from people with disabilities.