



# Program Manager

## JOB DESCRIPTION

Most companies rely on audits and self-reported claims to show they're secure. It's slow, outdated, and hard to trust.

We replace that with continuous, real-time proof. Our platform uses AI and cryptography to validate security controls and issue Cyber Resilience Tokens™ - tamper-proof evidence that systems are actually working as intended. Tokens are then used to automate third party trust use cases such as insurability and compliance through our Spektrum Network™ partners.

We launched out of stealth with the first platform designed to deliver immutable, cryptographic proof of cyber resilience, and have raised \$10M to bring it to market. [Read more ↗](#)

Today, our technology connects fragmented security, backup, and insurance systems, turning scattered signals into a single, verifiable source of truth.

[Read more ↗](#)

We're bringing cybersecurity, compliance, and insurance into one system, helping companies reduce risk, lower insurance costs, and move faster with confidence. [Read more ↗](#)

Under the hood, we're building at the frontier of AI and cryptography, including a patented "proof-over-promises" architecture designed to close the gap between what companies claim and what they can actually prove.

TECHNICALLY, WE OPERATE AT THE INTERSECTION OF:

- Agentic AI systems for continuous control validation and orchestration
- Applied cryptography including zero-knowledge and proof-based architectures
- Distributed systems design for generating and verifying tamper-resistant records at scale



# The Role

We're hiring a Program Manager to drive execution across some of the most critical initiatives in the company.

This is not a coordination role. It's an ownership role.

You'll sit at the center of engineering, product, and go-to-market, ensuring complex, cross-functional work actually ships. You'll bring structure where there is ambiguity, create momentum where there are blockers, and ensure that what we build aligns tightly with business outcomes.

You'll be responsible for turning strategy into execution, and making sure nothing important falls through the cracks.

## What you'll do:

- Own end-to-end execution of cross-functional programs (product launches, customer implementations, strategic initiatives)
- Drive alignment across engineering, product, and GTM teams on priorities, timelines, and outcomes
- Build and maintain program plans that are clear, actionable, and tied to business impact
- Identify risks early, remove blockers, and keep teams moving with urgency
- Establish lightweight processes that improve speed and clarity without adding overhead
- Partner with leadership to translate strategy into executable plans
- Track progress, surface insights, and ensure accountability across stakeholders



# What we're looking for

## Core experience

- 5+ years in program management, operations, or similar roles in fast-paced environments
- Proven track record of driving complex, cross-functional initiatives to completion
- Experience working closely with engineering and product teams

## Background

- Experience at an early-stage startup (0→1 or 1→10), or in a high-growth environment
- Comfortable operating in ambiguity and building structure from scratch

## Execution strength

- Strong ability to prioritize, sequence work, and drive focus
- Skilled at identifying risks and resolving issues before they escalate
- Able to balance speed with quality and follow-through

## Communication & influence

- Clear, direct communicator who can align technical and non-technical stakeholders
- Able to push for clarity and accountability without creating friction
- Comfortable working with senior leadership and driving decisions



## What success looks like:

- Critical initiatives ship on time and with high quality
- Teams are aligned, unblocked, and moving with momentum
- Priorities are clear and consistently tied to business outcomes
- Cross-functional work feels coordinated—not chaotic
- Leadership has visibility into progress, risks, and tradeoffs

## How you think

- “What actually matters here?”
- “Where are we blocked, and how do we unblock it fast?”
- “How do we turn this into a clear, executable plan?”
- “Is this driving real business impact?”

## Why this role?

Spektrum is building a new category. That means ambiguity, complexity, and a lot of moving pieces.

This role is critical to making that complexity manageable, and turning ambition into execution. You’ll have an outsized impact on how the company operates, how quickly we move, and how effectively we deliver.

We’re a small, high-caliber team that values clarity, ownership, and momentum. If you’re someone who thrives on driving real outcomes, not just managing processes, let’s talk!

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