

JYOTISHMAN DAS

Product Manager | AI-Native B2B SaaS & Platform

+91 86389 76652 | jyotishmandas.ap@gmail.com | linkedin.com/in/jyotishman-das | jd-product-portfolio.github.io | Bengaluru

SUMMARY

Product Manager with 7+ years in B2B SaaS and HR-tech, currently sole PM for Vantage Pulse at Vantage Circle. Scaled the product from a dormant, unresearched add-on to 60+ paid enterprise clients and ~\$500K ARR, owning end-to-end strategy, roadmap, and 0-to-1 delivery across engineering, UX, and data science. Ships production AI/LLM/NLP features (sentiment classification, an LLM reply assistant, a RAG-based HR chatbot) and owns the platform's role-based access and data-privacy model. Works natively with AI-assisted prototyping (Claude Code, Codex) directly in the production codebase, compressing design-to-development from weeks to 2-3 days, and grounds product decisions in user research, Voice of Customer, and funnel analysis.

EXPERIENCE

Product Manager, Vantage Circle

Jan 2023 – Present

Vantage Pulse: B2B SaaS employee engagement and automation platform | Bengaluru, India

- Scaled Vantage Pulse from a dormant add-on (zero standalone customers, ~30% utilization across ~200 bundled accounts) to **60+ paid enterprise clients and ~\$500K ARR** as sole PM, owning 0-to-1 strategy, roadmap, and conception-to-launch delivery across engineering, UX, and data science.
- Built and shipped **two zero-to-one internal tools end to end using Claude Code, with no developer in the build or ship path**: a sales CRM giving the SDR team single-entry pipeline tracking with follow-up alerts, and an org-wide account-visibility CRM surfacing per-client headcount, eNPS, onboarding status, and renewal dates in real time, replacing monthly manual spreadsheets. Both deployed to company infrastructure, in daily use, and maintained by me since launch.
- Own production AI/LLM features with data science: authored the **topic-classification taxonomy, labels, and prompts** for an OpenAI-API sentiment pipeline classifying **tens of thousands of open-ended comments**; ran a failure-mode review across a random ~190-comment HR-reviewed sample (**>90% accuracy**) that isolated sarcasm as the top error and drove a model upgrade; shipped an LLM reply assistant and a **RAG-based HR chatbot** grounded in a ~200-QA knowledge base that deflects routine product questions.
- **Eliminated data privacy risks** for all clients by architecting geographic role-based access controls (RBAC) and dynamic anonymity thresholds (masking groups <3 or <5 respondents) to meet GDPR standards.
- Cut worst-case dashboard load **from 15-20 seconds to under one second** by migrating the analytics layer from Redis to ClickHouse with the data team, collapsing 50-200 GraphQL calls into a single SQL read on a flat table and unlocking date-range, tree-view, and slice-and-dice filtering.
- Grew **monthly active HR admins from ~30 to ~150** (config-API login events) by mapping the admin journey (CUJs/JTBD) and automating lifecycle surveys end to end.
- Extended survey reach to **15,000+ deskless employees across 10+ enterprise clients** by shipping in-survey support for 114 global and regional languages plus QR/kiosk access with two-level identity validation, unlocking regional-language and no-work-email frontline workforces.
- Drove the product side of a self-serve **product-led growth (PLG)** motion (15-day trial into feature-gated freemium), partnering with marketing on SEO, organic, and paid channels; the funnel has sourced 5 of 60+ paid clients to date.
- Compressed design-to-development cycles **from weeks to 2-3 days** by pioneering AI-assisted prototyping (Claude Code, Codex) directly in the production Angular front-end codebase; currently scoping a goal-driven multi-step LLM survey-builder (PRD authored with engineering).

Associate Consultant, Business Analysis & Product Ownership, Nihilent

Jan 2019 – Dec 2022

Product Owner proxy, enterprise digital transformation engagements | Pune, India

- Managed **5+ concurrent client programs** across India, the US, South Africa, Canada, and Australia as Product Owner proxy, delivering a Contract Management System and a Portfolio Management Service for enterprise clients.
- Served as the **first business-analyst bridge on Lumos**, a multimodal UX and emotion-analytics platform, translating eye-tracking and EEG data into structured engineering requirements (see Projects).
- Drove requirement-gathering designed to land specifications in a single stakeholder pass on a high-net-worth portfolio engagement with limited client access, converting fragmented inputs into structured **PRDs, BRDs, and FSDs**.
- Led Design Thinking discovery workshops with tier-1 banking clients that surfaced a root cause of customer attrition different from the one stakeholders assumed; ran A/B tests and SQL-backed usage analysis, and trained **100+ client stakeholders** (impact tracked via CSAT/NPS).

PROJECTS

Lumos: Multimodal UX & Emotion-Analytics Platform (Nihilent)

2020 – 2022

- Defined **0-to-1 product requirements and success criteria** for a user-research and validation platform combining webcam gaze tracking, EEG attention signals, and Navarasa-based facial-expression analysis to reduce self-reporting bias.
- Designed data-evaluation frameworks across digital-banking journeys, websites, and media, converting raw multimodal data and third-party predictive-model outputs (attention level, emotional response, ad effectiveness) into interpretable, stakeholder-facing behavioral insights.

SKILLS

Product Management: Product Strategy, 0-to-1 Delivery (Ideation to Launch), Roadmap Ownership, CUJs / JTBD, PRD/BRD/FSD & User Stories, Backlog Prioritization, Agile/Scrum, Product-Led Growth (PLG), Go-to-Market, Voice of Customer, Localization / Multi-Language Support, Stakeholder Communication

Platform & Admin Tooling: Role-Based Access Control (RBAC), Access Management & Data Governance, Data Privacy & Anonymity Controls (GDPR / regional), InfoSec Partnership, Internal Admin & Operational Tooling, Taxonomy & Classification Systems, Self-Service Workflow Design

AI & LLM Products: LLM & NLP Feature Design, Prompt & Taxonomy Engineering, OpenAI API, RAG / Knowledge-Base-Grounded Chatbots, LLM Output Evaluation & Model Selection (failure-mode analysis), Multi-step LLM Feature Scoping, AI-Assisted Prototyping (Claude Code, Codex, Cursor)

Data & Integrations: Data Pipelines & Ingestion (Redis to ClickHouse migration), HRIS Integration (global/regional, SFTP/CSV), API Integrations, GraphQL (working familiarity), basic SQL

Analytics: Hotjar (funnel & heatmap analysis), HubSpot, Google Analytics, A/B Testing, Pendo (light usage), Tableau (Nihilent-era)

Tools: VS Code, Git/GitHub, Jira, Confluence, Figma, Notion, Postman

Languages: English (Professional), Hindi (Native), Assamese (Native), Bengali (Native)

EDUCATION

Balaji Institute of Telecom & Management, Pune

2017 – 2019

MBA/PGDM, Marketing & Business Analytics

Gauhati University, Guwahati

2011 – 2015

B.E., Electronics & Telecommunication Engineering

CERTIFICATIONS

Certified Scrum Product Owner (CSPO), Scrum Alliance · Enterprise Design Thinking Practitioner, IBM · Product Analytics Certification, Pendo · Technology for Product Managers, LinkedIn Learning

Currently completing (2026): AI Evaluations for Product Leaders & AI PMs · Agentic AI Solution Design Patterns · Introduction to NLP & LLMs