POSITION DESCRIPTION

Senior Product Manager - Payroll

ReadyTech (ASX:RDY) exists to help communities thrive, and ReadyTechers flourish on making that change happen.

They enjoy taking on challenges that matter to our customers, communities, and the world – and working to solve them with incredible technology that helps navigate complexity, while also delivering meaningful outcomes.

ReadyTechers are enterprising, and hungry to make a difference. But, more than ever, ReadyTechers are *ready for anything.*

POSITION DESCRIPTION

Title	Senior Product Manager - Payroll	Location	ANZ
Report to	Head of Product, WFS	Direct report(s)	TBD

The purpose of this role

Help Reimagine Payroll for the Modern Workforce — with AI at the Core

We're looking for a Senior Product Manager with a passion for solving real-world problems through great software — and a track record of shipping B2B SaaS products that deliver measurable customer value.

This isn't just your typical PM role. You'll own and lead the vision, roadmap and delivery for our core Payroll product, helping midsize and larger organisations pay their people accurately and on time. You'll shape how we evolve one of the most critical parts of our Workforce Solutions suite — blending smart automation, compliance, and user experience to create a system that just works.

We're on the track to become an AI-first company, and you'll be part of that transformation. You should be fluent in how AI tools work, curious about emerging capabilities, and experienced in turning machine learning and large language models into meaningful user value. If you're excited to help redefine Payroll — not just digitise it — this is your moment.

The key accountabilities of the role

Own and evolve the Payroll product — define the strategic roadmap, prioritise outcomes, and align with broader platform vision and goals.

- Deeply understand our users and customers — through continuous research, customer discovery workshops, and insight analysis.
- Bring an AI-first mindset — identify opportunities for automation, prediction, and natural language experiences using emerging AI tools and models.
- Collaborate with engineers, designers, and stakeholders — to scope solutions, balance priorities, and ship valuable features at speed.
- Lead development planning — from backlog refinement and sprint planning to capacity tradeoffs and release scope.
- Communicate clearly and often — with sales, marketing, customer support and leadership to drive internal alignment and successful launches.
- Balance user experience, compliance, and operational complexity — making the complex feel simple and intuitive.
- Continuously evaluate product-market fit — and adjust direction through experimentation, feedback loops and data.
- Mentor and influence across the team — helping others grow, and building a shared culture of curiosity, clarity, and impact.

Why This Role Matters

Payroll isn't just a process — it's a promise. One that affects trust, well-being, and compliance every single day.

In this role, you'll lead the transformation of one of our most critical systems. You'll help shape the future of workforce management for Australia and New Zealand's growing businesses — blending innovation and reliability to make payroll something customers never need to worry about again.

You'll also play a key role in embedding AI across our product experience — not as a gimmick, but as an intelligent layer that drives clarity, confidence and performance for our users.

The ideal candidate will have these:

Experience	• 5+ years of experience managing B2B SaaS products across the full product lifecycle. • Bonus if you've worked in the HR, Payroll or Workforce space — or built products with regulatory or transactional complexity. • Hands-on experience using AI tools (e.g. ChatGPT, Claude, Midjourney, GitHub Copilot, or similar) in your workflow.
Skills	• Strong Agile product management skills — from story writing to leading cross-functional squads. • An ability to conceptualise and create AI-enabled products (e.g., co-pilot features, intelligent automations, predictive insights), preferably demonstrated in a business context.
Knowledge	• Passion for solving customer problems, combined with commercial awareness and product intuition. • Familiarity with tools like Jira, Confluence, and Figma — and how to get the most out of them.