

INFRASTRUCTURE INTELLIGENCE · GOVTECH

• CONFIDENTIAL SEARCH · NO PUBLIC ROLE POSTED

Product Owner, Data. *Accepted in 23 days.*

LOCATION
Remote U.S.**FOCUS**
PCI data quality**ROLE TYPE**
Product ownership**BASE SALARY**
\$167K**DAYS TO ACCEPTED
OFFER**
23**THE DECISION THAT MATTERED**

The role began as a data analyst search. Run that way, it would have produced reporting talent who could describe data problems but not own fixing them. Working with the CTO, Brass Tracks rebuilt it as a product owner for data quality, made pavement domain experience a preference rather than a requirement, and hired the finalist chosen for ownership over domain.

01 THE BUSINESS MANDATE**BUSINESS
PRIORITY**

A 25-person company whose customers rely on pavement condition data needed someone to define a high-quality dataset, then deliver it.

THE WORK

Own data quality and integrity, trace issues to root cause, assess customer impact, and run the data product roadmap.

MUST HAVE

Product judgment, hands-on data investigation, and translation across Engineering, Operations, customers and leadership.

RELAXED

Pavement and GIS domain experience, treated as a preference.

02 SEARCH JUDGMENT**COMP**

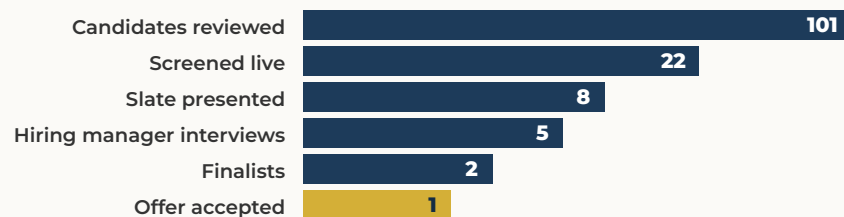
The approved band was \$140K–\$160K. Our read showed the top finalist already earned about \$172K in total pay. We opened at the midpoint, anticipated the counter, and recommended \$167K base as the cleanest close.

TARGET MARKET

Regulated healthcare data, federal infrastructure, fintech and geospatial teams, where people personally own data quality and product execution rather than report on it.

ENGAGEMENT

The hire was employed and in Brass Tracks' network, drawn by a customer-facing role and considerations beyond compensation.

03 SEARCH FUNNEL**CONVERSION**

Reviewed to screened	22%
Screened to slate	36%
Finalists to hire	1 of 2

04 EVALUATION AND CLOSE**DATA INVESTIGATION****PRIORITIZATION****OPS TO ROADMAP****STAKEHOLDER ALIGNMENT****HOW WE
DECIDED**

CTO meet and greets with five candidates, then 60-minute interviews with two finalists. The COO and Product ran guided final interviews, and Brass Tracks moved the decision asynchronously to keep pace.

THE CLOSE

Brass Tracks gave the CTO three options against the finalist's counter, recommended the cleanest, and confirmed acceptance on the call.

05 THE OUTCOME**HIRE SECURED**

A senior data product leader already running this role on a regulated data platform.

**CAPABILITY
ADDED**

Data quality, issue tracing and roadmap priority now have a single owner.

**EARLY
EVIDENCE**

Positive 45-day check-in from the hire and from leadership.

“Tuned in and running with things.”

COO, GOVTECH COMPANY

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