

Founding Product Lead

Location: Port Harcourt, Nigeria (Hybrid)

Compensation: Equity + Accommodation + HMO

Experience: 4+ years (Product leadership + hands-on building)

About Droomwork

Droomwork is building Africa's first **API-first, AI-native Work Infrastructure Layer** — a operating system that powers sourcing, identity, vetting, compliance, matching, workforce monitoring, payroll, and labor intelligence.

Our marketplace already handles job posts, hiring, project management, and payroll. Now we are expanding into a **12-product Infrastructure Suite** targeting governments, enterprises, HRIS platforms, fintechs, and global hiring companies entering Africa.

Our goal:

To become Africa's "digital rails" for talent — Semi-formal + Formal sector

The Core Problems We Are Solving

Through our infrastructure suite, we solve problems like:

Sourcing, Identity, Credential Verification, Work History Validation, Compliance & Contracts, Intelligent Matching, Anti-Proxy Integrity, Retention & Engagement etc.

This is the ecosystem the Founding Product Architect will own.

Your Role — Founding Product Architect

You will serve as the **Founding Product Lead** responsible for turning Droomwork's 12-product vertical into a unified, scalable infrastructure.

This is both a **strategic and deeply hands-on** role.

You will:

- Build the product architecture for all our product verticals — and prepare them for enterprise, HRIS, fintech, and government integrations.
- Lead product research, API design, sequencing, MVP rollout, and cross-product interoperability.
- Own documentation, product flows, success metrics, pricing logic, and GTM alignment.
- Work directly with engineering to ship real features weekly.
- Build an ecosystem that can scale into **Africa's Work OS**.

Key Responsibilities

1. Product Architecture & Strategy

- Review the **end-to-end architecture** for the 12 Infrastructure APIs.
- Build the system logic that connects Sourcing → Identity → Vetting → Contracts → Matching → Monitoring → Reskilling.
- Develop the rollout roadmap, sequence MVPs, and prioritize based on customer demand.

2. API Product Development

For each product in the vertical:

- Translate business logic into API endpoints, data models, and success criteria.
- Write clear API specs (request/response models, schemas, flows).
- Work with engineering to ensure scalable backend systems.

3. Execution & Delivery

- Own product documentation, UX flows, API onboarding guides, draw up PRD's for various product lines and release plans.
- Drive sprint planning and work side-by-side with engineering.
- Validate new APIs through beta partnerships with HR firms, fintechs, training centers, and government agencies.

4. User Research & Customer Development

- Conduct structured interviews with HR Directors, fintechs, trade associations, recruiters, regulators, and enterprise clients.
- Translate user pain points into infrastructure-level product opportunities.

5. Data & Insights

- Define metrics for activation, quality, precision, uptime, and customer adoption across all APIs.
- Work with data engineering to create dashboards and monitoring tools.

6. Cross-Functional Leadership

- Partner with Sales, BD, and Operations to commercialize the infrastructure suite.
- Support Marketing with positioning, pricing, and documentation.
- Work directly with the Founder on strategic expansion plans.

Key Skills Needed

Hard Skills

- Strong experience building API-first or infrastructure products.
- Understanding of backend architecture: REST APIs, microservices, webhooks, data pipelines.
- Experience working with authentication layers (OAuth, tokens, NIN/BVN integrations, KYC APIs).
- Ability to write detailed product specs, PRDs, data flow diagrams, and versioning plans.
- Familiarity with AI/ML integration in practical product scenarios (CV, NLP, face anti-spoofing, risk scoring).
- Strong analytical & systems thinking skills.

Soft Skills

- Exceptional communication — written, spoken, and documentation.
- High ownership, high execution speed, and comfort with ambiguity.
- Ability to “architect and build” — not just supervise.
- Collaborative mindset with engineering, design, ops, and BD.
- Curiosity, creativity, and willingness to challenge norms.

Cultural Fit

The ideal candidate is:

- A **builder**, not a manager.
- A systems thinker who enjoys turning complexity into elegant product structures.
- Hungry, mission-driven, and excited to build Africa's talent infrastructure layer.
- Obsessed with precision and product quality.
- Comfortable working in a fast-moving startup with a global ambition.
- Passionate about solving real African problems at scale.

Apply

<https://jobs.droomwork.io/job/1860>

