

Sthenos

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Neo Psychiko, Attiki, Greece | Product Engineering

Sthenos AI is the AI developer of EFA Group, building intelligent, mission-ready solutions for defense and aerospace. With deep expertise in Command-and-Control (C2), cyber defense, computer vision, and autonomous systems, we design and deploy secure, field-proven AI that enhances operational efficiency and situational awareness. As part of a leading European defense ecosystem, we bring scalable innovation where it matters most – in the theater of operations.

As a **Senior Product Manager** you will lead the productization of AI solutions developed internally for our group of companies, transforming proven projects into scalable, market-ready products for third-party customers. This is a hands-on, high-impact product leadership role at the intersection of engineering, commercial teams, and customers. You will own the end-to-end journey from internal solution to external product: defining product vision, shaping market positioning, standardizing capabilities, and enabling successful go-to-market execution. You will act as the product “translator” between internal delivery teams and the external market—ensuring our AI capabilities evolve from bespoke implementations into repeatable, defensible products.

Product Strategy & Vision (Internal → External)

- Own the product vision for external-facing AI products derived from internal solutions.
- Audit and prioritize internal AI projects for external product potential using structured criteria (market demand, differentiation, repeatability, scalability, delivery cost).
- Define target customers, ICPs, and core use cases for each product.
- Articulate clear value propositions focused on customer outcomes, ROI, and differentiation.
- Decide what is core vs configurable vs custom—and actively reduce client-specific logic.

Productization & Product Development

- Translate internal AI projects into standardized, configurable products suitable for multiple customers.
- Partner closely with Product Engineering to define product requirements, scope, modular architectures, and deployment options
- Harden solutions for external use (security, reliability, monitoring, documentation).
- Establish product readiness and lifecycle stages (e.g. Internal Solution → External Beta → v1 Product).
- Own the product roadmap, prioritizing features based on customer value and scalability.
- Ensure products are designed for repeatability, maintainability, and long-term evolution.

Go-to-Market Enablement

- Define positioning, messaging, and differentiation in collaboration with commercial and leadership teams.
- Drive creation of GTM assets: one-pagers, pitch decks, demos, case studies, pricing and packaging proposals.
- Support early customer conversations with strong product framing and solution clarity.
- Design pilot structures aligned with product strategy and scalable deployments.
- Establish tight feedback loops from customers back into the product roadmap.

Cross-Functional Leadership

- Act as the primary product interface between engineering, commercial teams, and leadership.
- Align stakeholders around product priorities, trade-offs, and delivery sequencing.
- Ensure engineering efforts are aligned with validated market needs. • Communicate product strategy and progress clearly to executive leadership.

Success Measures (First 6–12 Months)

- Clear product vision and roadmap for external AI offerings.
- A structured, repeatable productization process applied across internal projects.
- 1–3 internal AI solutions successfully productized into externally sellable products.
- Defined ICPs, positioning, and pricing/packaging for each product.
- External pilots launched that align with product strategy and convert into repeatable revenue.
- Strong alignment between engineering output and validated market demand

Required Experience & Qualifications

- 5+ years of experience as a Product Manager in B2B technology environments.
- Proven experience owning product strategy and roadmap for complex technical products (SaaS, platforms, data/AI, enterprise software).

- Strong ability to translate technical systems into customer-facing value propositions.
- Experience working closely with engineering teams to define requirements and deliver scalable products
- Demonstrated ownership of products from concept through launch and iteration.
- Comfort operating in ambiguous, early-stage environments.

Preferred Experience Priority:

- Experience with AI/ML, data platforms, analytics, automation, or adjacent enterprise technologies.
- Background in productizing bespoke or services-based solutions into standardized products.
- Familiarity with enterprise customers, long buying cycles, and security/compliance considerations.
- Experience supporting pilots, betas, or early product launches.
- Defense domain experience (top priority): understanding of defense customers, procurement pathways, compliance requirements, and NATO/EU ecosystems.

Traits We Value

- Product-first mindset: builds products, not one-off solutions.
- Structured thinker who thrives in ambiguity.
- Strong communicator who can bridge engineers, executives, and customers.
- Commercially aware: understands pricing, packaging, and value capture.
- High ownership and bias to action.
- Customer-obsessed with strong feedback integration.

We Offer

- Competitive remuneration package
- Private medical insurance package
- Continuous learning & development opportunities
- Participation in cultural and team-building activities
- Exposure to a growing environment with cutting-edge technologies
- Corporate wellness initiatives

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