

Scott A. Mangino



Senior product, engineering, and design leader with 14 years scaling SaaS platforms and consumer mobile products across 0 to 1 launches, enterprise growth, and multi-tenant systems. Operates the full product loop end to end: designs in Figma, ships production code in Claude Code, and leads cross-functional teams across product and engineering. Works fluently across both B2B SaaS and D2C mobile motions, with proven ability to make high-leverage product bets, scale platforms and teams, and translate customer insight into durable revenue.

CORE EXPERTISE

Product Strategy & Portfolio Ownership | B2B SaaS Platforms (0 to 1 & Scale) | D2C Mobile Product Leadership | Product Design & Design Systems (Figma) | AI-Native Product Development & Delivery (Claude Code) | Design-to-Code Workflow Ownership | Enterprise & PLG Go-to-Market | Consumer Growth & Engagement | Revenue Growth & Monetization | Platform & API Strategy | Cross-Functional Leadership | Executive & Board Communication

WORK EXPERIENCE

Associate Vice President, Product & Engineering | Blavity (Denver, CO) | Mar 2026 - Current

- Own product, engineering, and design strategy across a multi-brand portfolio spanning B2B SaaS (Talent Infusion) and D2C mobile (AfroTech Connect, Travel Noire), delivering products that drive enterprise revenue and consumer engagement.
- Operate the full product loop end to end. Design component libraries and screens in Figma, then build and ship production features in Claude Code wired to backend APIs, collapsing three traditional handoffs (PM, design, engineering) into a single continuous workflow.
- Lead D2C mobile strategy for AfroTech Connect, which peaked at 19K+ MAU and 14K+ new accounts in a single month during the AfroTech Conference. Own the roadmap for scaling event-driven traffic and improving post-event retention.
- Standardized shared architecture, design systems, and reusable components across brands, increasing cross-platform velocity and enabling faster iteration across mobile and SaaS products.
- Align executive stakeholders across business units on product investment and roadmap prioritization, ensuring product strategy directly supports revenue, growth, and expansion goals.

Senior Director of Product | Blavity (Denver, CO) | Jul 2023 - Mar 2026

- Established an AI-native design-to-ship workflow across the product portfolio. Built component libraries in Figma, connected them to Claude Code, and personally designed, built, and shipped production features end-to-end while scaling the same workflow across the team. Reduced time-to-market by ~25% and lowered delivery costs across discovery, design, and QA.
- Designed, built, and launched the Travel Noire mobile app end-to-end, extending Blavity into a new D2C vertical. Defined MVP scope, component library, and platform reuse strategy.
- Launched Talent Infusion from 0 to 1, achieving 30% month-over-month employer adoption by defining product strategy, GTM motion, and enterprise onboarding experience.
- Drove 300% YoY growth in employer activation and paid upgrades by implementing a product-led growth model and tightening conversion across the funnel.

- Re-architected AfroTech Connect to support 10x+ traffic spikes around marquee events (9,500+ downloads and 14K+ new accounts in Oct 2025 alone).
- Built and led a high-performing cross-functional team of 10 across engineering, design, and QA. Coached team leads, established scalable development processes, and improved delivery velocity and product quality.
- Established shared product patterns, design systems, and infrastructure across mobile products, increasing development efficiency and enabling faster multi-brand expansion.

Director of Product | Jobcase (Denver, CO) | *Jan 2021 - Jan 2023*

- Led the launch of Employer Center, improving employer activation by 25% and generating \$12M in ARR.
- Designed and scaled the Hiring Events platform into a repeatable revenue stream, producing \$4.8M in FY21 revenue.
- Owned roadmap execution across five engineering teams (43 engineers) and three designers, balancing platform investment with near-term revenue needs.
- Partnered with Sales and Customer Success leadership to optimize the enterprise acquisition funnel, increasing adoption by 30%.
- Managed, coached, and mentored two Senior Product Managers.

Head of Product | Rah Rah (New York, NY) | *Nov 2019 - Jan 2021*

- Achieved product-market fit within six months as the first product hire, converting early adopters into paying customers and securing partnerships with 15+ universities.
- Drove 200% month-over-month growth in student engagement during initial expansion.
- Established a Design Partner Program, synthesizing feedback from 50+ stakeholders and improving customer satisfaction scores by 80%.
- Led product strategy through early-stage growth, defining roadmap and GTM motion across a small founding team.

Senior Product Manager, Workday Credentials | Workday (Pleasanton, CA) | *Jul 2018 - Nov 2019*

- Founding product manager for Workday Credentials. Delivered APIs, web applications, and a digital wallet for verifiable credentials, scaling the team from 6 to 60 as adoption expanded across Fortune 500 customers.
- Partnered with Legal, Security, Marketing, and Sales to navigate compliance requirements while accelerating enterprise go-to-market.

Product Manager, Workday Student | Workday (Pleasanton, CA) | *Feb 2017 - Jul 2018*

- Launched Workday Student PaaS, unlocking a \$50M+ total addressable market.
- Automated integrations across higher-education systems, reducing manual workflows and improving data accuracy.
- Built duplicate management capabilities, later adopted platform-wide across Workday.

Product Manager | StarRez (Greenwood Village, CO) | *Dec 2015 - Feb 2017*

- Led the transition from legacy on-premise software to cloud SaaS applications.
- Owned product roadmap and aligned execution with customer and market needs.

Project Manager & Consultant | StarRez (Greenwood Village, CO) | *May 2012 - Dec 2015*

- Implemented SaaS solutions for 30+ universities and property managers, managing delivery timelines from one month to two years.
- Delivered training and change-management programs to drive adoption across diverse stakeholder groups.

INDEPENDENT WORK

Solo Founder | Outwork | 2025 - 2026

- Built and launched a multi-tenant SaaS platform for campaign and volunteer management end-to-end in under 90 days. Stripe billing, RBAC, real-time sync, third-party integrations, and AI-powered features (onboarding personalization, analytics, engagement scoring, OCR data entry, compliance workflows). Signed and onboarded the first paying customer within three months. Completed experiment in solo operator product development.

EDUCATION

Master of Education, Higher Education Administration | **University of Florida**

Bachelor of Business Administration, Business Administration | **Iona University**