



Product Management Hiring Insights Report

January – June 2026

First-Party Product Management Hiring Intelligence.
Powered by IPL Career Assistance Platform

67

Hiring Events

627

Candidates Evaluated

110

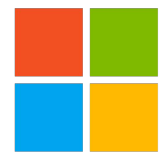
Shortlists

14

Industries



Top Hiring Companies



Microsoft

JPMorganChase

verizon



Qualys

opentext™



rubrik



SWIGGY



JioHotstar

HCL

GlobalLogic

data axle

indegene™



kotak

Kotak Mahindra Bank



TATAELXSI

Product Management Hiring Is Becoming **Capability-Driven**

The **bar for Product Managers is rising** and so are the opportunities for professionals who can demonstrate real capability.

67

Hiring
Companies

627

Candidates

110

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14

Industries



PM hiring expanded across 14 industries



GCC hiring continued to strengthen



Salary benchmarks increased across experience levels



Employers increasingly rewarded demonstrated capability over credentials



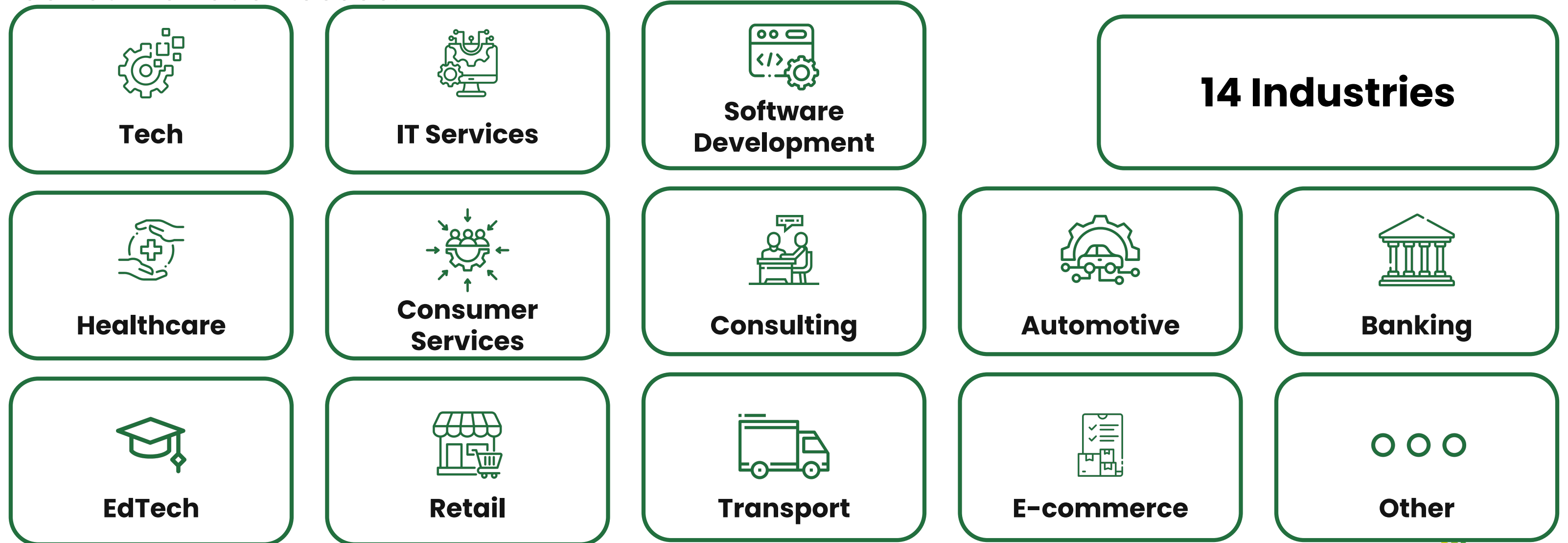
AI is becoming an expectation but structured product thinking remains the differentiator



Unlike survey-based reports, every insight is derived from **first-party hiring intelligence** collected through **IPL's Career Assistance Platform**.

PM Hiring Continues To Expand Across Industries

Executive Insight: **Technology remains the largest hiring sector**, while Product Management demand continues expanding into healthcare, automotive, banking and consumer businesses.



Startups and Mid-Size Companies Lead While GCC Hiring Continues To Grow

Executive Insight:

Startups and mid-size companies continue to be a major source of Product Management hiring, while GCCs have significantly strengthened their presence, reflecting **India's expanding role in global product development and ownership.**

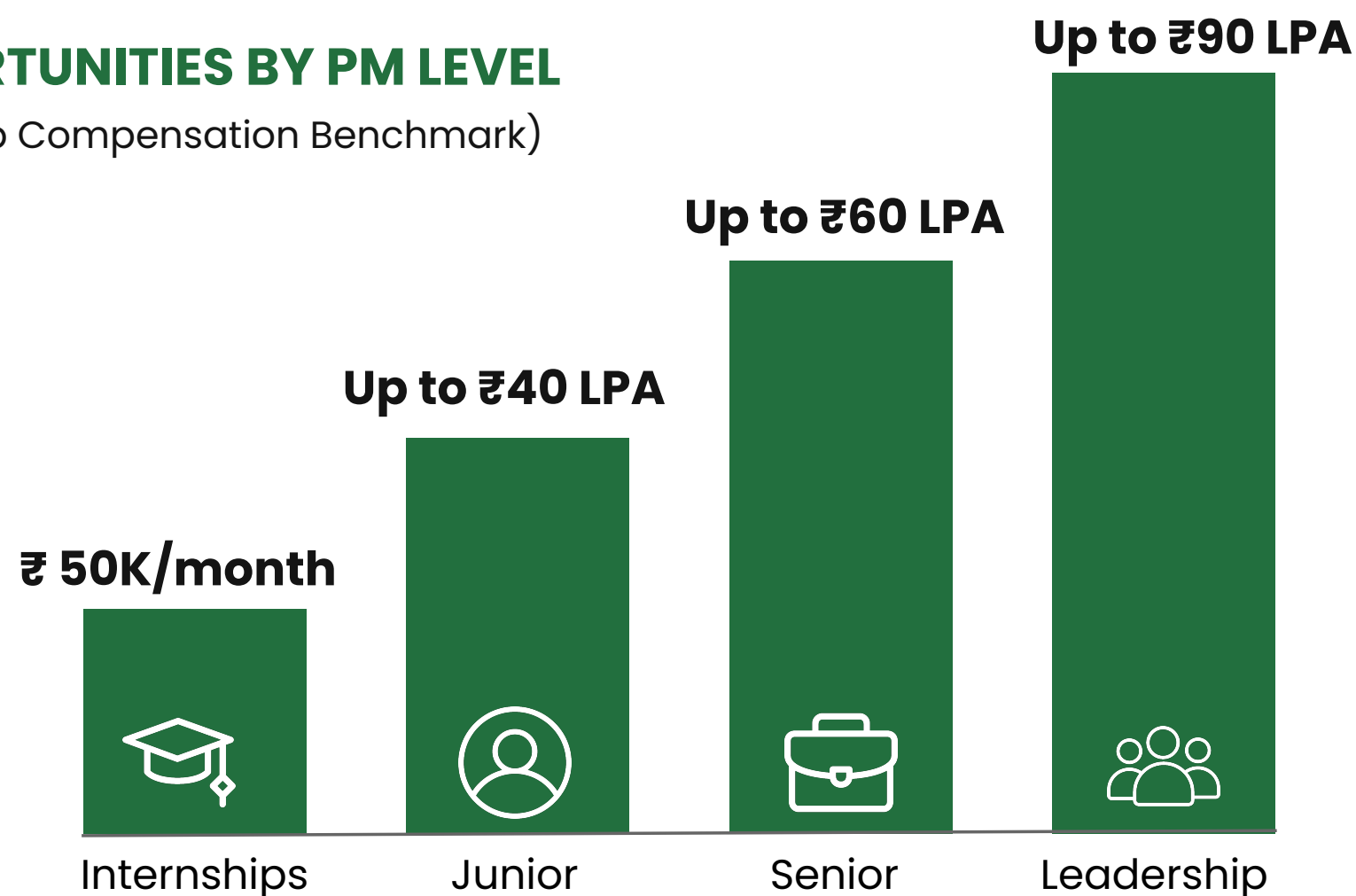


Companies Continue Investing Across PM Levels

Organizations continue investing across **early-career, experienced, and leadership Product Management talent**, with compensation rewarding higher capability, ownership, and business impact.

OPPORTUNITIES BY PM LEVEL

(With Top Compensation Benchmark)



HIRING OPPORTUNITIES



Internships

10 Opportunities



Junior

15 Opportunities



Senior

32 Opportunities



Leadership

10 Opportunities

“Senior roles continue to account for the largest share of hiring opportunities, while organizations are steadily investing in early-career Product Management talent.”

Capability is Becoming the Primary Hiring **Differentiator**

Employers consistently evaluated candidates on their ability to **combine** product thinking, technical understanding and execution quality.

Product Thinking

- Structured problem solving
- Customer-centric mindset
- Strategic & data-driven decisions

Technical & Execution Fluency

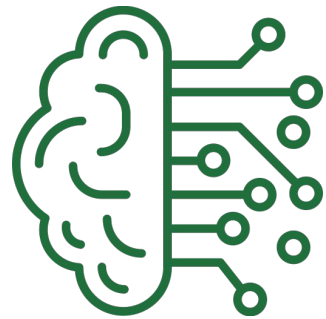
- Technical curiosity
- Ownership & execution
- Prototype mindset
Prototype mindset

Professional Effectiveness

- Learning agility
- Company & domain research
- Confident communication

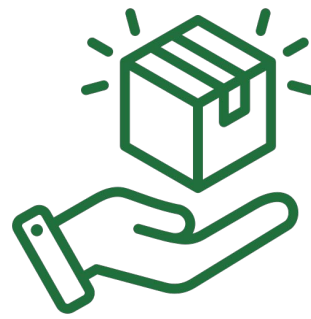
5 Signals Shaping Product Management Hiring

1



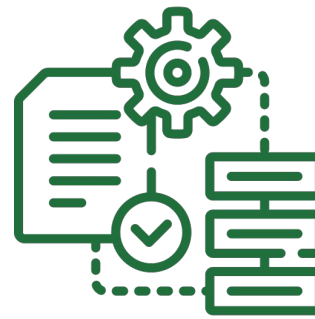
Applied AI is becoming an expectation, not a differentiator.

2



Product & Business thinking outweighs feature thinking

3



Employers increasingly evaluate **execution**, not just ideas.

4



Company context creates competitive advantage.

5



Communication & Presentation Skills continues to influence hiring decisions

What's Changed in past 12 months

Product Management hiring has seen **robust growth** across levels and industries. Organizations are increasingly evaluating & **rewarding demonstrated capability**, broader business context, and execution readiness.

Previous Report (Jan–Aug 2025)	HI 2026 Market Shift	Insight
5+ Industries	14 Industries	PM demand is diversifying
Mid-size & MNC growth	Strong GCC participation	Global product ownership continues to expand
Junior ₹ 10–15 LPA	Junior up to ₹40 LPA	Premium opportunities for early-career PMs
Senior ₹ 40+ LPA	Senior up to ₹60 LPA	Organizations are investing more in experienced PMs
PM + Tech + Data	AI, execution & capability	Hiring expectations continue to mature

What Hiring Managers Consistently Observed?

Technical knowledge is important, but authenticity, structured thinking, and the ability to explain decisions are what truly differentiate top performers.

Candidates Who Stood Out

- ✓ Strong Product Thinking
- ✓ Customer-Centric Approach
- ✓ Data-Informed Decisions
- ✓ Practical Execution
- ✓ Company Research
- ✓ Confident Communication

Common Gaps

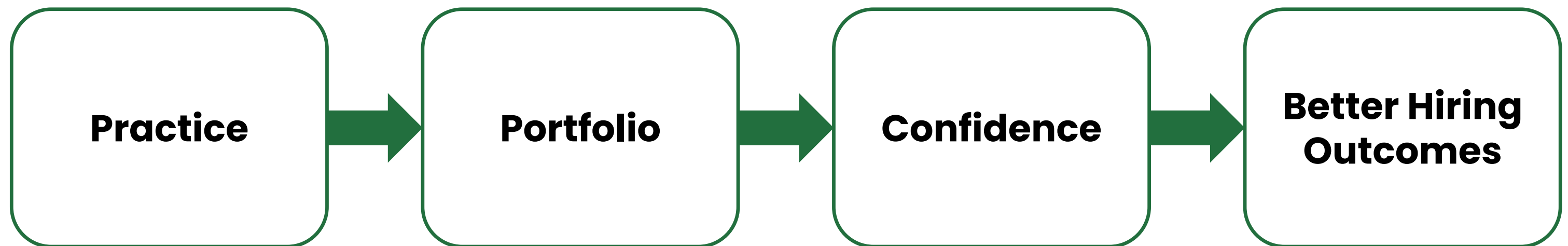
- ✗ Generic AI-generated responses
- ✗ Feature-first thinking
- ✗ Limited company research
- ✗ Weak product planning
- ✗ Lack of prototypes
- ✗ Poor objections handling

Consistent Practice Builds Capability

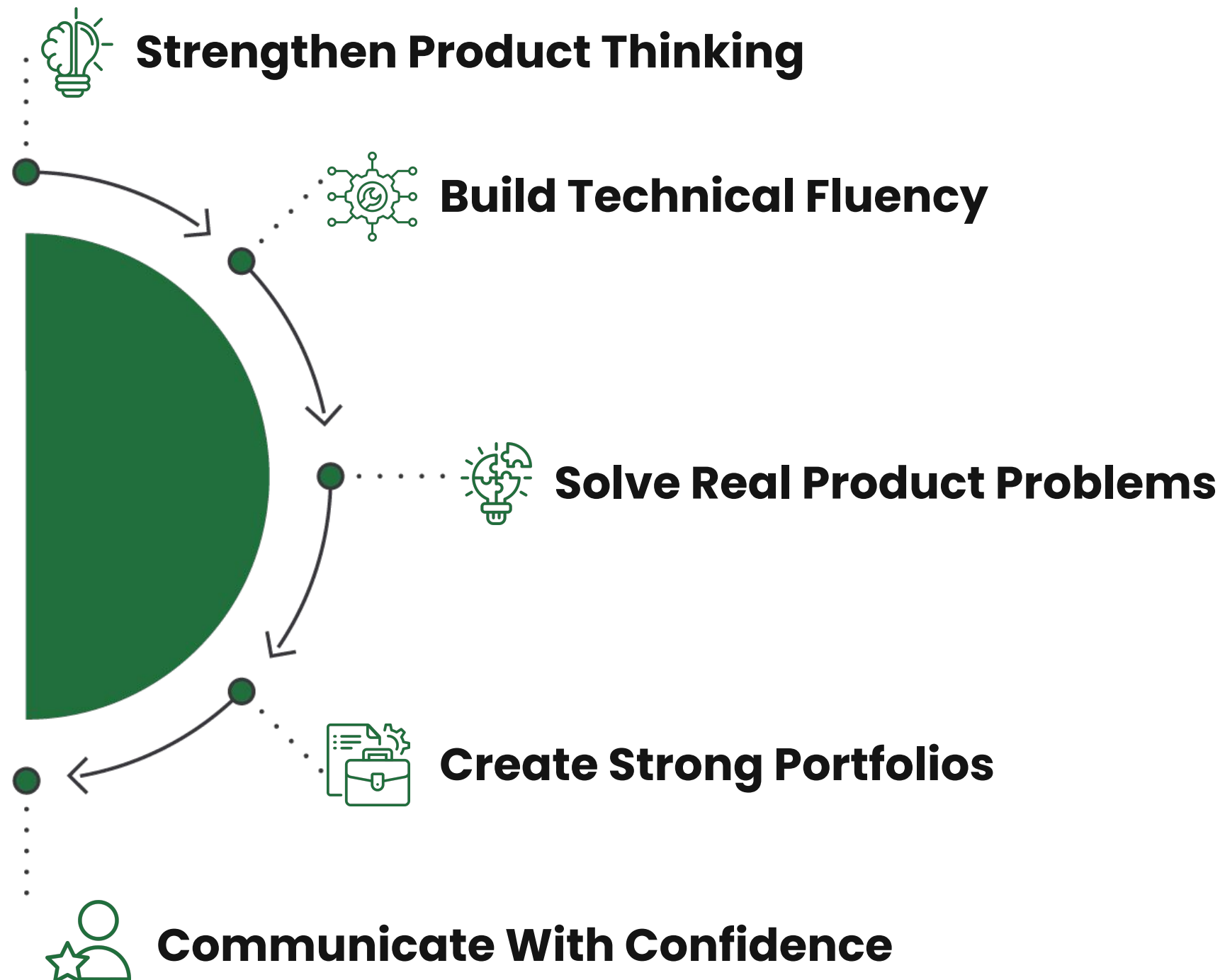
Shortlisted Candidates are those who consistently worked on product challenges, built stronger portfolios, had exposure across industries, and demonstrated greater confidence during hiring processes.

Insight: Repeated exposure to real product challenges strengthens both capability and hiring readiness.

The Capability Flow



Building Capability for the Next Product Opportunity



Capability

(Demonstrated skills required to be an effective product manager), **NOT credentials** will increasingly define success in Product Management Hiring

Glossary



Startups

Early-stage companies focused on rapid innovation.



Mid-Size Companies

Scaling orgs with established teams and structured growth.



Global Capability Centres GCCs

Global product & engineering orgs operating from India.



Junior Roles

Internships, Associate PMs, Analysts, early-career PMs.



Junior Roles

Internships, Associate PMs, Analysts, early-career PMs.



Senior Roles

PMs & Senior PMs with end-to-end product ownership.



Leadership Roles

Lead/Principal PMs, Directors, Principal PMs, Directors, Heads, and executive roles.



First-Party Hiring Intelligence

Insights from hiring events, evaluations, and feedback via IPL CAP.



Capability-Driven Hiring

Prioritizes demonstrated skills (thinking, execution, communication) over credentials.

Every insight in this report is derived from first-party hiring intelligence collected through IPL's Career Assistance Platform.

The Future Belongs To Product Managers Who Build Capability

As Product Management continues to evolve, organizations are placing greater emphasis on demonstrated capability, structured thinking, and execution.

IPL's **Career Assistance Platform** remains committed to helping Product Professionals build the skills that matter most.



CAP Website
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