



Product Manager

Location: Remote

Reports To: Chief Product Officer

Capacity: Full-Time

We're looking for a Product Manager to join our software team as a full-time member focused on discovery and delivery across CLT's product ecosystem, from testing interfaces to analytics dashboards to score reports. Working alongside other product managers, designers, and engineers, you'll spend real time with parents, educators, and administrators to understand their needs, then move quickly from insight to prototype to polished product. This is a role for someone who is intellectually curious, thrives with autonomy, loves to communicate, and is inspired to build delightful products.

What You'll Do

- Lead discovery and delivery for assigned product areas within CLT's suite, including dashboards, analytics tools, testing experiences, and score reports.
- Develop deep knowledge of our users, including students, parents, educators, school administrators, and college admissions officers, through ongoing research, interviews, and direct observation.
- Understand the business well enough to be a trusted partner across teams: know how CLT goes to market, what constraints sales, finance, compliance, and operations work within, and how your product decisions affect them.
- Study usage and business-impact data continuously, and use what you learn to sharpen your judgment about what is worth building and why.
- Create rapid prototypes, from sketches to AI-scaffolded working mockups, to validate assumptions early and often before committing engineering resources.
- Use AI tools (Claude, Claude Code, Cowork, Lovable.dev, V0.dev, and whatever comes next) as a core part of how you think, prototype, write specs, and synthesize research.
- Work closely with engineers on what we're building and why, participating in technical tradeoff discussions with informed judgment.
- Define and track meaningful outcome metrics, and use data to inform decisions and course-correct.

What We're Looking For

- Bachelor's degree or equivalent.
- 2+ years of experience managing digital products (web or mobile).
- Demonstrated ability to lead both discovery and delivery, identifying real customer problems and seeing solutions through to production.
- Product sense: the ability to form and defend judgments about what customers need and what solutions will actually work for the business.
- Enough business literacy to understand how your decisions interact with go-to-market, finance, legal, and operations constraints, and to work productively across those boundaries.

- Strong prototyping instincts: comfort creating low-fidelity sketches, wireframes, or AI-scaffolded mockups to test ideas quickly.
- Fluency with AI-assisted tools including Claude, Claude Code, Cowork, Lovable, or VO for research synthesis and rapid UI experimentation. We're especially interested in candidates who treat AI as a core part of how they work.
- Clear written and verbal communication skills, including crisp product specs, opportunity briefs, and user stories.
- Familiarity with ed-tech, assessment, or other mission-driven product categories.
- Experience or affinity for classical education, great books, liberal arts, or assessment-oriented tools.
- Demonstrates CLT's core values: **Passionate, Humane, and Anchored.**

Company Values & Culture

Classic Learning Test (CLT) exists to reconnect knowledge and virtue by providing meaningful assessments and connections to seekers of truth, goodness, and beauty. Our work is shaped by three core values: Passionate, Humane, and Anchored.

Passionate - We love classical and liberal arts education and see our work as contributing to its renewal. We value curiosity, eagerness to learn, a sense of urgency, and the willingness to care enough to disagree constructively.

Humane - Every tester, coworker, and administrator is more than a number. We “hug the customer,” seek the need behind the need, and design with empathy, clarity, and respect—while maintaining balance by working hard and resting hard.

Anchored - We are committed to truth, goodness, and beauty, and to the tradition that inspires CLT's mission. We value principled, resilient team members who stay loyal to the mission even when challenges arise and who connect their craft to a purpose larger than themselves.

Compensation & Benefits

- Compensation is competitive and commensurate with experience.
- Health, dental, and vision insurance are available to full-time employees, with CLT contributing the majority of employee premiums.
- 401(k) with employer match.
- Paid time off includes all U.S. federal holidays, as well as dedicated Easter, Thanksgiving, and Christmas/New Year breaks.
- Parental leave: 6 weeks of paternity leave and 12 weeks of maternity leave.
- Flexible work environment: Work remotely from anywhere within the U.S.

How To Apply

If you're excited by the idea of joining a hands-on product team working on something that matters, and you enjoy the full arc from customer discovery to shipped product, we'd love to hear from you. Please submit your resume, examples of products you've shipped or problems you've owned, and a brief note about why this role interests you to careers@cltexam.com