

Amir Hanan Salem

email: amir974@gmail.com | LinkedIn: [linkedin.com/in/amirhanan](https://www.linkedin.com/in/amirhanan) | Selected Work & Writing: amirhanan.com

Senior product leader with 10+ years leading product strategy and cross-functional execution across financial infrastructure, B2B platforms, data-intensive products, and complex technical environments. Strong technical foundation in distributed systems, APIs, data integrity, analytics, and platform modernization. Experienced in turning complex operational, regulatory, and technical constraints into clear product decisions and scalable platform capabilities.

LEADERSHIP HIGHLIGHTS

- ◆ Led a 30+ person, multi-team R&D organization with direct people leadership and enterprise-platform delivery for 20,000+ global users (Amdocs).
- ◆ Directed multi-stakeholder platform adaptation in China across Compliance, Banking Relations, Treasury, Ops, and GTM, preserving business continuity through data-informed workflow redesign (Payoneer).
- ◆ Led and co-led fintech infrastructure initiatives spanning exchange-platform incubation, real-time pricing, high-availability services, and large-scale data systems (OM2).
- ◆ Led product vision, technical product direction, and the SaaS pivot as first hire and executive-team member (EveryMatch).

PROFESSIONAL EXPERIENCE

PAYONEER – Senior Product Manager | 2020–2025

Domain Ownership

- ◆ Owned roadmap and end-to-end delivery for FX capabilities, bank/partner integrations, and shared API/platform capabilities supporting complex cross-system workflows.
- ◆ Owned Treasury-facing capabilities spanning operational controls, funding/liquidity monitoring, and selected bank/API-enabled workflows.
- ◆ Product focal point for China-market initiatives, translating regulatory, partner, operational, and leadership constraints into executable product paths.

Cross-Functional Leadership

- ◆ Partnered with Treasury, Compliance, Banking Relations, Operations, GTM, Finance, and Engineering to design resilient, risk-aware workflows across internal platforms and external banking integrations.
- ◆ Drove roadmap prioritization across complex platform and data dependencies, balancing adoption, business impact, operational resilience, compliance, and engineering constraints.

Key Achievements

- ◆ Led a major bank-verification/KYC initiative that increased customer eligibility from ~60% to ~90% globally by reducing verification friction and improving completion paths.
- ◆ Maintained business continuity during major China regulatory changes through a compliant third-party payments solution spanning partner integration, customer onboarding/KYC requirements, and regulated payment flows.

OM2 TECHNOLOGIES – Senior Product Manager | 2016–2020

- ◆ Reduced algo pricing latency from >30s to <2s, reversing a high-cost performance issue associated with ~\$970K in P&L impact.
- ◆ Delivered zero-downtime deployment via HA clustering and leader-election architecture (99.99% SLA).
- ◆ Redesigned legacy transaction-write behavior affecting ~50% of a 1.6B-row table, reducing future DB growth ahead of a broader scalability transition.
- ◆ Led early product incubation of OM2 Exchange, the platform that later became Exberry, shaping matching-engine requirements, order-book/order-type behavior, and API models through a functioning sandbox.

EVERYMATCH – VP Product & Technology | 2012–2015

- ◆ First hire and executive-team member; led product vision, roadmap, technical product direction, and the pivot to a configurable multi-tenant B2B2C SaaS platform.
- ◆ Managed Product and QA, working closely with the technical lead/architect on platform execution.

AMDOCS – KM Solutions & Development Manager / Business Delivery Manager / Integration Manager | 2008–2010

- ◆ Progressed from Sprint Integration Manager to Business Delivery Manager and KM Solutions & Development Manager, ultimately leading a 30+ person multi-team organization serving 20,000+ global users.
- ◆ Combined internal-customer and portfolio ownership with roadmap, requirements, prioritization, people development, and delivery across enterprise knowledge, document, search, portal, and collaboration platforms.
- ◆ Earlier, co-led Sprint's nationwide 4G solution integration across customer onboarding, CRM, billing/provisioning, and portal workflows.

Skills: Product Strategy • Platform Products • Financial Infrastructure • Data & Analytics • APIs & Integrations

EDUCATION: BA Business Management (Honors), College of Management • Mamram Programmer & Software Analyst (IDF C4I Corps) • 6 years, Israeli Air Force