

## Senior Product Manager, Applied AI

Reports to CTO · Rosslyn, VA (Hybrid with BU Travel)

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### About Graham Holdings Company

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Graham Holdings Company (NYSE: GHC) is a diversified holding company whose operations include education, media, healthcare, automotive, manufacturing, and restaurants. Our corporate team is small and purposefully generalist — we provide oversight, strategic advisory services and additional capacity to a portfolio of businesses that vary widely in size, industry, and operational maturity. Everyone on the corporate team does real work alongside their advisory role.

The corporate Applied AI Team, led by our Chief Technology Officer, was established to help our business units navigate AI enablement with credibility and practical impact. This is not a center of excellence in the traditional sense — it is a small, high-leverage team that works directly in and with our portfolio companies.

### The Role

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This is a rare opportunity to see firsthand how AI creates real impact across vastly different industries and at companies ranging from regional to international operations.

This is a practitioner's role. We are looking for someone who can build and advise — someone equally comfortable prototyping a Gen AI solution with a business unit's (BU's) technical team, presenting a roadmap recommendation to a CEO, and coaching a non-technical operations leader on what AI can and can't do for their business.

You will partner closely with senior engineering counterparts on the Applied AI team. Together you will deliver Gen AI solutions across multiple business unit engagements at different stages — some early in their AI journey, others further along — while also contributing to corporate-level AI initiatives. The role is deliberately designed to grow with the person who fills it.

Success requires exceptional emotional intelligence and the ability to build trust quickly across very different organizational cultures, leadership styles, and technical environments. Technical fluency matters, but people skills are equally important.

### What You'll Do

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#### AI Project Execution at Business Units

- Lead and deliver Gen AI implementation projects across multiple portfolio companies, from scoping and design through deployment and iteration
- Partner with business unit (BU) leadership and technical teams to build, test, and refine AI solutions using current large language model frameworks and tooling
- Assess BU readiness and constraints, design practical implementation approaches that fit within their actual operating environments
- Serve as accountable project lead while developing BU staff capability alongside delivery

## Product Definition & Cross-Functional Execution

- Own the product definition, user workflows, and functional requirements for Gen AI prototypes and solutions across concurrent BU engagements.
- Decompose business workflows into the tasks where AI actually creates leverage — and just as importantly, identify the places where it doesn't.
- Act as the translation layer between business needs and technical execution, working across BU leadership, BU engineering, and corporate Applied AI engineering.

## Strategy & Roadmap Advisory

- Advise BU leadership on AI opportunity identification, prioritization, and sequencing — translating technical possibilities into business-relevant terms
- Support the CTO in developing a portfolio-level view of AI maturity, use cases, and investment priorities across business units
- Provide candid, grounded assessments of AI vendor claims, tool evaluations, and build-vs-buy decisions

## Stakeholder Education & Upskilling

- Design and deliver practical AI education for BU leaders and frontline teams, calibrated to each audience's technical fluency and business context
- Build internal capability so that BUs are increasingly self-sufficient over time, not dependent on the corporate team
- Help BU leaders ask better questions about AI, including about risk, reliability, data privacy, and organizational change

## Cross-Portfolio Collaboration

- Identify patterns and reusable approaches across BU engagements; share learnings to accelerate the portfolio's collective progress
- Contribute to corporate AI initiatives and internal tooling as capacity and priorities allow
- Represent Graham Holdings credibly with external AI vendors, partners, and the broader practitioner community

## What We're Looking For

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### Required

- Demonstrated hands-on experience building and deploying Gen AI solutions in real organizational settings — not just consulting on strategy
- Strong workflow-decomposition instincts: ability to sit with a business stakeholder, take apart a real operational process, and identify where AI actually creates leverage versus where it doesn't.
- Working fluency with LLM frameworks, techniques and tooling (e.g., OpenAI, Anthropic, agentic system architectures, context engineering). You should be able to credibly prototype, evaluate, and reason about AI tools, models and vendors.
- Experience leading complex, technology-enabled initiatives end-to-end — scoping, requirements, build, deployment, and adoption
- Strong project management skills with the ability to run multiple concurrent engagements at different stages without dropping balls
- Exceptional communication skills across audiences — you can explain the same concept very differently to a CTO and a frontline manager, and you can write clearly for executives.

- High emotional intelligence; you read rooms quickly, build trust with skeptical or uncertain stakeholders, and know when to push and when to listen
- Comfortable with ambiguity and incomplete information; you make good decisions without waiting for perfect data
- 6+ years of professional experience, with meaningful time in roles requiring both technical delivery and stakeholder management

## Preferred

- Experience working across diverse industries or in a multi-business unit environment (conglomerate, consulting, or similar)
- Exposure to change management in technology adoption contexts, especially in organizations with mixed technical maturity
- Familiarity with the organizational dynamics of mid-market businesses, including resource constraints and leadership bandwidth limitations
- Bachelor's degree in a relevant field; graduate degree a plus but not required

## Logistics & Expectations

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- Location: This role is based in our Rosslyn, VA corporate headquarters. We expect regular in-office presence several days a week. Remote work is possible some of the week but not the norm.
- Travel: Expect periodic travel to business unit locations, likely a few days per month on average — with variation depending on active project phases. Our portfolio companies are primarily U.S.-based.
- Compensation: \$150,000 – \$250,000 base and a comprehensive benefits package. Leveling will reflect depth of experience.

## Growth & Scope

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We are candid about the fact that this role and the team around it are still taking shape. The immediate focus is on AI enablement and BU engagement delivery. Over time, the role has the potential to expand into broader corporate AI strategy, vendor and partner relationships, and team-building — depending on the skills, interests, and track record of the person we hire. If you want a role with a fixed job description that won't change, this is not it.

## People and Culture

Graham Holdings is committed to being an exceptional place to work — one built on inclusion, fairness, and mutual respect. We hold ourselves to the highest ethical and professional standards and are dedicated to hiring and developing talented people from all backgrounds.

## Benefits

We offer a comprehensive benefits package designed to support you at every stage of your career and life. Graham Holdings offers standout retirement benefits — a 401(k) plan plus a pension with company pension contributions starting at 8% and growing to 10% with tenure. Beyond that: 4 weeks of vacation to start, paid transportation, family leave, short- and long-term disability, and \$5,000 in adoption assistance.

We also offer \$5,250/year in tuition assistance plus tuition discounts, a choice of 3 medical plans, 2 dental plans, vision coverage, life and accident insurance, FSA/HSA accounts, a legal plan, and employee discounts.

**For consideration, please send resume and salary requirements to [careers@ghco.com](mailto:careers@ghco.com), reference Sr Product Manager Applied AI in the subject line**

*Graham Holdings Company is an Equal Opportunity Employer committed to diversity and inclusion in the workplace. All qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, sexual orientation, gender identity/assignment, disability, genetic information, marital status, national origin, pregnancy, or maternity status, protected veteran status, or any other legally protected basis, in accordance with federal, state, and local applicable law. We will ensure that individuals with disabilities are provided reasonable accommodation to participate in the process. Please contact us to request accommodation.*

*The wage range for this role considers various factors used in making compensation decisions, including but not limited to skill sets, experience, training, licensure, certifications, and other business and organizational needs. It is not typical for an individual to be hired at or near the top of the range for their role, and compensation decisions are dependent on the specifics of each individual situation. A good-faith reasonable estimate of the current range is \$150,000 - \$250,000.*