Principal Product Manager, AI & Automation

Employment Type
Full-time

Hiring organization
Okta

Job Location
San Francisco, California, USA

Base Salary
$ 188,000 - $ 282,000

Description
1. The DamnJobs Lowdown

Alright, let's cut through the fluff. Okta is a big deal in the "who the hell are you and are you allowed to see this?" world (they call it "Identity"). This job isn't for their main product. It's an *internal* gig.

Basically, you're the new brain behind Okta's own robot army. Your job is to build the AI and automation platform that stops their own employees from wasting time on mind-numbing corporate tasks. Think fewer IT tickets, more intelligent bots, and less soul-crushing repetitive work for everyone. They want a heavy hitter who can actually talk to engineers and build a real platform, not just make PowerPoints about "synergy."

2. The Nitty-Gritty

- **The Damn Salary:** Let's not bury the lead. The pay is huge. For the SF Bay Area, they're putting **$210,000 – $316,000** on the table. Yes, for real. If you're elsewhere in CA, CO, NY, or WA, it's still a fat **$188,000 – $282,000**.
- **The Damn Location:** San Francisco, CA. It's a hybrid role, so you won't be chained to a desk every single day.
- **The Damn Vibe:** They say they're "not looking for someone who checks every single box," which is corporate-speak for "please apply even if you're not a perfect robot." They want someone with actual experience who can think for themselves.
- **The Damn Skills (What you *really* need):** Look, you need **10+ years** in product management. You have to be a tech nerd who can go toe-to-toe with architects and principal engineers without getting lost. If you don't know what LLMs, NLP, and GenAI are, this ain't the job for you. They need a leader, not just a manager.

3. The Official HR Spiel

Get to know Okta

Okta is The World's Identity Company. We free everyone to safely use any technology, anywhere, on any device or app. Our flexible and neutral products, Okta Platform and Auth0 Platform, provide secure access, authentication, and automation, placing identity at the core of business security and growth.

At Okta, we celebrate a variety of perspectives and experiences. We are not looking for someone who checks every single box – we're looking for lifelong learners and people who can make us better with their unique experiences.

Join our team! We're building a world where Identity belongs to you.

Okta's Business Technology team powers the internal systems that drive how we operate, innovate, and scale. Within this group, the Business Technology Shared Services team is building the next generation of internal services that fuse GenAI, automation, and enterprise-grade engineering to deliver seamless and secure employee experiences.We partner closely with engineering, security, IT, and business stakeholders to bring AI-enabled products to life — from virtual agents and intelligent routing to workflow automation and personalized experiences. We're

building secure, scalable, and responsible AI platforms that transform how work gets done at Okta.

The Opportunity

As a Principal Product Manager, you will own the strategy, roadmap, and execution for Okta's internal AI & automation platform. You'll work side-by-side with engineering leadership to define platform capabilities that serve teams across the enterprise — accelerating productivity, improving service delivery, and enabling AI-first innovation at scale.

This role is ideal for a strategic, technically adept product leader who can navigate complexity, champion user-centric design, and deliver impact through platform thinking. You'll collaborate deeply with engineering, data science, security, and internal business teams to shape the foundation of Okta's AI-powered future.

What You'll Do

- Define and own the product vision and roadmap for internal AI & automation capabilities — including LLM platforms, workflow orchestration, intelligent agents, and self-service tooling.
- Collaborate closely with engineering leadership and Architects/Principal Engineers to co-lead product development, architecture decisions, and technical trade-offs.
- Engage stakeholders across the business — including other Business Technology Teams, HR, Finance, GTM and Customer Experience — to identify high-impact use cases and prioritize investments.
- Translate enterprise needs into scalable platform capabilities that are secure, governed, and reusable across domains.
- Establish success metrics and lead product discovery, experimentation, and iteration cycles to ensure adoption and value delivery.
- Drive cross-functional alignment and storytelling around GenAI/automation strategy, use case prioritization, and responsible AI practices.
- Stay on top of emerging technologies and industry trends in AI, automation, and enterprise IT — identifying opportunities for differentiation and acceleration.

What You'll Bring

- 10+ years of product management experience, ideally in platform, infrastructure, or AI/ML-related domains.
- Demonstrated success leading cross-functional product initiatives from concept to scale in complex, fast-paced environments.
- Deep understanding of enterprise software, technical platforms, and how internal users interact with systems.
- Strong understanding of AI/ML technologies — including GenAI, NLP, LLMs, or intelligent automation tools — and translating technical capabilities into business outcomes.
- Ability to collaborate deeply with engineers, influence architectural decisions, and contribute to product-level technical strategy.
- Exceptional communication, stakeholder management, and storytelling skills.
- A strategic mindset, systems thinking, and a bias toward action and iteration.

Why Join Okta

- Shape the Future of Work: Help define how intelligent systems support and accelerate how Okta operates.
- Be a Platform Pioneer: Build foundational capabilities used by teams across the enterprise.
- Work with Purpose: Partner with humble, brilliant people to deliver meaningful innovation that balances scale, trust, and human impact.

#LI-MK1

#LI-hybrid

The annual base salary range for this position for candidates located in the San Francisco Bay area is between: $210,000—$316,000 USD

Below is the annual base salary range for candidates located in California, Colorado, New York and Washington. Your actual base salary will depend on factors such as your skills, qualifications, experience, and work location. In addition, Okta offers equity (where applicable), bonus, and benefits, including health, dental and vision insurance, 401(k), flexible spending account, and paid leave (including PTO and parental leave) in accordance with our applicable plans and policies.

The annual base salary range for this position for candidates located in California (excluding San Francisco Bay Area), Colorado, New York, and Washington is between:$188,000—$282,000 USD

What you can look forward to as a Full-Time Okta employee!

4. So, What's the Damn Verdict?

It's a big job with big pay at a big, important tech company. You're not just another cog; you're building the engine that makes all the other cogs run faster.

If you're tired of your current PM gig and actually want to build the AI that tells other AIs what to do, this is it. The pay is legit, the work is foundational, and the company isn't going anywhere. If you've got the chops, apply. What's the worst that can happen?