

Team Coach & Enterprise Coach

Role and Responsibilities

1. AGILE coach works with client project teams on a daily basis
2. Guides project team hands-on in the AGILE practices adoption by working closely with the project team
3. Needs to be aware of the multiple roles (SCM, Development, PO) in the AGILE team and coach them accordingly
4. Assists in Estimation practices and help the team in Estimating the AGILE way
5. Needs to be part of Backlog refinement, Sprint planning, Daily sprint meetings, Sprint review and Sprint retrospective meetings and coach the team Hands-on
6. Helping the team in identifying impediments and groom the team in resolution mechanisms
7. Identify learnings from retrospective and feeding it to the next sprint cycles for improvements
8. Helping team deploy SCRUM dashboards and identifying clear 'DONE' criteria for Sprint cycles
9. Knowledgeable in Scaled Agile Framework and real life working experience in deploying and implementing SAFe preferable
10. Collecting AGILE metrics for the team
11. Conducting AGILE and SCRUM workshops (two or three days) – on Foundation and Advanced concepts of AGILE/Scrum methodology like Estimation, User Stories, Engineering practices (Refactoring, CI, AGILE Testing....)and on similar other related topics like Kanban, SAFe, LEAN in AGILE etc.,
12. Providing consulting, coaching and mentoring support to project teams for AGILE Enablement from Traditional method. Hand holding support through debrief /clarifications on the observations made on teams activities like Developing PBIs, Splitting User Stories, Release Planning Meeting, end to end Sprint execution
13. Ensuring successful transition to agile methods by helping team to develop right set of practices, project environment and team culture. Maximizing effectiveness and efficiency of project outcomes
14. Facilitates the implementation of AGILE tools
15. Coordinates Project/Program (AGILE Adoption) activities and function as a subject matter expert in AGILE Methodology - Responsible for scheduling, tracking and controlling the AGILE Transformation project across different sites (global) for the organization
16. Trains and mentors the team on agile concepts as required
17. Responsible for service delivery excellence
18. Brings add-on business from existing business accounts and lead generation
19. Contributes to organizational technical leadership through articles, white papers, case studies etc.
20. Provides support to business development team as required.
21. When not at client engagements he / she will be required to provide support with internal projects

Key Knowledge Areas:

1. Knowledge of complete software development life cycle, especially in AGILE development environment
2. Certified scrum master/scrum practitioner/ coach

3. Strong subject matter expertise and experience in using AGIL principles and techniques - Kanban, Kaizen, SCRUM, XP, Iterative Development, LEAN, SAFe and similar other core principles and techniques
4. High degree of familiarity and operational knowledge of AGILE tools and automation technicians

Technical Skills:

1. Understand basic fundamentals of iterative development
2. Understand other processes and methodologies and can speak intelligently about them and leverage other techniques to provide value to a team/enterprise
3. Understand basic fundamentals of software development processes and procedures
4. Understand the value of commitments to delivery made by a development team
5. Understand incremental delivery and the value of metrics
6. Understand backlog tracking, burndown metrics, velocity, and task definition
7. Familiarity with common AGILE practices, service-oriented environments, and better development practices
8. Understand the complexity of becoming AGILE in a complex software development environment where there is a need to meet regulatory requirements
9. Understand the complexity of becoming AGILE in a large organization where the software is large and complex with multisite distributed development

Other Skills:

1. Good in general Project Management and good knowledge of AGILE methodology
2. Experience in setting up a roadmap for the transformation to AGILE, either internally or as consultant to external organizations
3. Working exposure in transforming the project teams from a traditional waterfall methodology to AGILE methodology.
4. Ability to identify risks and issues in such large scale AGILE transformations
5. Excellent communication skills and interpersonal skills in English (written and spoken)
6. Ability to work with cross-functional and business teams to ensure smooth transformation to AGILE and playing the role of a change agent

Minimum Qualifications and Experience required

1. Educational qualification - BE, BCA, MCA preferred
2. 10–15 years of total IT industry experience in Software Development, Project Management and Delivery Management with hands on working exposure in AGILE projects
3. At least 3 years of total experience should be hands-on working in an agile environment, preferably in a variety of roles, positions and projects/ domains
4. Role as coach & mentor (internal to organization) and AGILE consultant (external organizations) preferable (with referenced clients, projects and case-studies)
5. Minimum Certified SCRUM Master (CSM) and preferably additional certifications like PMI ACP, CSPO (Certified SCRUM Product owner), CSP (Certified Scrum Professional) and CSC (Certified SCRUM Coach) and SAFe Agilist (SA)