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Career Opportunities: Agile Practice Lead (8063)

Requisition ID **8063** - Posted **08/28/2012** - Information Technology - Professional/Consultant - Full Time - Office - Technology and Operations - North America - Canada - Ontario

Job Description Print Preview

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Job Category: Information Technology **Job Type:** Full Time
Employment Type: Permanent **Pay Type:** Salaried
Exempt/Non-Exempt: N/A **Work Schedule:**
Work Hours/Week: 37.5 **People Manager:** No
Work Environment: Office **% Travel Required:** 0
Province/State/County: Ontario (CA-ON) **City:** Toronto
Address: 155 Wellington St West **Requisition ID:** 8063

Position Purpose:

Reporting to the Head of the Agile Centre of Excellence, this position is responsible to lead the advancement of T&O strategic goals to accelerate time-to-market of software development while maintaining or improving cost and quality through the development and implementation of Agile Processes.

Acting as a Technology & Operations (T&O) Change Agent, the incumbent:

Uses recognized industry models (such as SCRUM or other Agile methodologies) to develop, execute and continuously improve RBC Agile practices in collaboration with all major stakeholders.

Establishes the criteria and measurements needed to evaluate progress.

Transforms the mindset of Agile project team practitioners by providing hands on training, coaching and mentoring services.

Key Accountabilities:

Ensures timely publication of process definitions, integrating content provided by subject matter experts with existing RBC Agile Management Framework (AMF).

Coordinates activities for the ongoing improvements of agile practices in collaboration with managers, practitioners and process owners.

Recommends improvement priorities and adjustments to project management methodology, compliance and other related practices and processes.

Coordinates course development and train-the-trainer activities.

Facilitates Agile training and workshops for client leadership and project team members.

Conducts educational training within the organization to share best practices and improve awareness around agile methods.

Provides consulting support to RBC's agile community for the agile management frameworks and best practices.

Provides development methodology and process guidance to project teams based on the Agile Management Framework (AMF) and related processes.

Provides superior client experience and strengthens relationship with business partners.

Manages peer-level client relationships as well as third-party partner and/or vendor relationships.

Defines and promotes Agile, including processes, practices, and tooling throughout the organization.

Performs current state analysis of client development methodologies, structure, tools, and practices and develops recommendations for improvement.

Provides coaching and training on RBC's Agile Management Framework for global, large scale projects.

Daily hands-on involvement with multiple teams to develop agile skills, encourage a culture of openness and self-management.

Develops trust with the project teams using demonstrated agile expertise and strong influence and interpersonal skills, rather than command and control approach.

Works as an integral part of the Agile Centre of Excellence (CoE) to deliver CoE goals and objectives.

Works collaboratively with other CoE members to share lessons learned and develop best practices.

Willing to learn and share knowledge through active participation in RBC internal and local agile forums.

Knowledge / Experience:

10 years of relevant experience; at least 7 years in a technical software development environment or with IT Project Management.

3 to 5 years of experience using Agile methods (SCRUM, Test Driven Development (TDD), XP, Lean, Kanban etc), 7 years of experience is preferred.

Demonstrates extensive knowledge and a proven success record of Agile development methodology with specialization in SCRUM.

Knowledge of Lean and Kanban is an asset.

Demonstrates extensive ability and/or a proven record of success leading the implementation of Agile adoption practices.

A background in Agile Application Development and eXtreme Programming is an asset.

Previous direct experience involving technical Agile Training and Coaching, specifically in large scale data warehouse and mainframe environment is an asset.

Strong experience with development and delivery of course/workshop based on Agile, iterative process, TDD, CI, SCRUM, etc.

Proven extensive ability to write, communicate, facilitate, and present cogently to all levels of internal staff and management.

Demonstrates willingness and ability to coach technical & product management teams on Agile methodologies and best practices.

Proven extensive ability in coaching stakeholders and teams at various levels of the organization and at different levels of agile maturity.

Technical aptitude an asset with a demonstrated ability to communicate technical information in a clear and concise manner.

Demonstrated organizational transformational experience is an asset.

Strong client-facing presentation and facilitation skills, coaching and mentorship experience on several engagements or workshops.

Prior consulting experience strongly preferred.

Demonstrates extensive abilities as a team player, who is open to diverse views to encourage improvement and innovation;

Demonstrated experience in Agile productivity / performance measurement is an asset.

Strong leadership, interpersonal and influence skills are a must.

Strong verbal and written communication skills are essential.

A thought leader with published articles/books and/or experience speaking at conferences.

Education Required:

An undergraduate degree and at least one of the following certifications is preferred:

Agile Certified Practitioner (PMI - ACP)

Scrum Alliance Scrum Certification

IC Agile Certification

DSDM Agile Project Manager

Project Management Professional (PMP)

Six Sigma certification

Diversity:
Diversity in the workplace, one of our shared values, lies at the heart of our rewarding, open, supportive and inclusive work environment. We respect and respond to the many competing and evolving priorities in our lives so you can focus on what you can do best – put clients first.

EOE/M/F/D/V
About RBC:
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