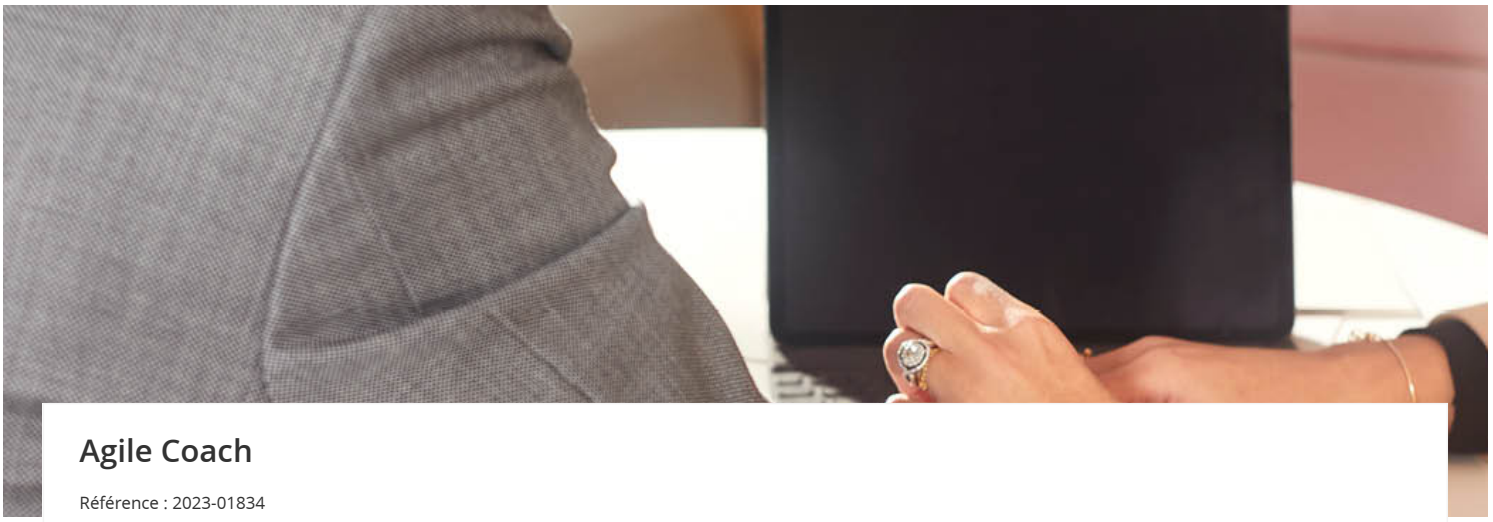


# Agile Coach

Référence : 2023-01834

Festanstellung | Tunesien | Information Technology

- Datum der ersten Veröffentlichung : 19/12/2023
- Ort : Tunesien
- Tätigkeitsfeld : Information Technology
- Vertragsart : Festanstellung
- Startdatum : ASAP
- Standort der Position : Lac 2

## Activity

**ODDO BHF** is a Franco-German financial group with a history of more than 160 years. It comes from a French family business built on five generations of stockbrokers and a German bank specializing in Mittelstand.

With 2,500 employees and more than 128 billion in customer outstandings, ODDO BHF carries out three major businesses, based on a strong investment in market expertise: private banking, asset management, corporate and investment banking.

The Group has a unique shareholder structure since its capital is 65% held by the ODDO family and 25% by the teams. This partnership logic is the guarantee of the long-term involvement of the teams.

**ODDO BHF Tunis** is a growing financial services company created in 2008 to support the development of the Oddo BHF Group.

With more than 370 employees, it today carries out its activities in two main areas: financial analysis and IT. The equity research team contributes to the coverage of more than 400 listed European companies and to the success of the Oddo Securities research office, which enjoys a strong international reputation. The IT team ensures the development of all websites and brings its expertise to the Group's major IT projects.

# Job description

We’re looking for an experienced coach to help transition our existing work practices to a full embrace of agile methodology, from the top down.

Acting as a catalyst for guiding the change, the agile coach will help design and implement Agile transformation at the organization level to align with the business goals.

The agile coach will mentor and guide our employees to transform and implement Agile in how to figure out the best solutions for their specific departmental challenges.

This person will analyze our organization’s existing infrastructure and implement improvements to help streamline processes and create efficiencies. Ultimately, the agile coach will play a key role in long-term strategy across the business, helping our teams deliver better products in a faster, more efficient manner.

**Objectives of this role**

- Work with project teams to analyze current systems and processes and design a strategy for adopting agile best practices.
- Align the work of different teams with a common goal of achieving organization-level agility.
- Guide teams in how to stay on track with agile techniques, fine-tuning their approach to ensure that overall strategy is being met.
- Lead agile workshops for developer and functional teams, as well as for key stakeholders.
- Promote a culture of continuous improvement, setting goals and milestones and assigning responsibility.
- Drive cultural change by championing an agile mindset, and ensure the organization is adhering to industry best practices.

**Responsibilities**

- Facilitate learning and development among employees through individual and team coaching.
- Coach senior managers in agile practices to ensure adoption of best practices from the top down.
- Communicate agile principles, scrum practices, and overall operating model across the organization.
- Support the use of metrics and other objective measures by teams.
- Maintain objectivity regarding issues and how to troubleshoot them by applying agile principles.
- Hold catch-up meetings with cross-functional teams to review project status.
- Support teams in determining resource allocations to maintain agile practices and ensure smooth project delivery.
- Help removing impediments and collaborate closely with key stakeholders to optimize the development process.

# Required skills and qualifications

- **Five years** or more of experience as agile coach in implementing Agile at an enterprise level.
- Good knowledge of scrum, kanban, and scaled agile framework (SAFe).
- Track record of implementing agile techniques in different work cultures and environments.
- Experience in running agile projects of varying size and complexity.
- Strong skills for leading, educating, and coaching.
- Ability to anticipate change, have a proactive approach in making decision.
- Excellent written and verbal communication skills.
- Certified in Scrum (PSM or Equivalent)
- Fluent English and French

**Preferred skills and qualifications**

- Experience in coaching at large organizations.
- Experience in implementing Agile at an enterprise level.
- Certification as agile coach.
- Certified in SAFe.
- Educational background and experience in computer science