POSITION DESCRIPTION

Position title: **Agile Transformation Lead**
Location: **Head Office**
Reports to: Executive Manager Strategy & Risk
Entities: GMHBA
Organisational level: Professional / Technical Specialist
Reports: Nil

Job Purpose:

To lead the overall strategy, planning, scoping, analysis and execution of a program of work to support GMHBA's Agile transformation.

Accountabilities:

Planning and Implementation

- Contribute to delivery of all aspects of the GMHBA's overall strategic plan and objectives through planning own work and timely attendance to all delegated tasks and functions

- Consider problems or issues that may arise and use lateral thinking to resolve or recommend solutions

- Bring to the attention of your team leader/manager risks and issues that may need to be escalated from time to time

- Actively participate in all business activities such as team meetings, training and development opportunities, information sessions and committee meetings

- Collaborate and seek input from team members, specialist functions and others as required, to maximise performance outcomes

Organisational Transformation

- Lead and deliver the overall vision, strategy and execution of the organisational Agile blueprint

- Lead alignment on the program vision across all stakeholders, including the Executive team

- Articulate and recommend strategies for enabling Agile transformation across the organisation, both building on existing strategies and proposing untested ways of working

- Serve as a change agent to identify ways to drive process improvements, challenge the status quo and champion a new culture of collaboration, innovation, agility, increased adoption and continuous improvement

- Identify areas of value across the organisation and lead the formation of cross-functional teams to deliver this value

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- Translate and quantify identified areas of value into appropriate organisational metrics, incorporating data into recommended Agile transformation strategies

- Champion a continuous assessment approach that ensures solutions are constantly reviewed and adapted to align with organisational priorities

- Create and communicate appropriate interaction models and continuous feedback loops that engage all key stakeholders and improve the likelihood of adoption

- Identify and raise risks/impediments associated with the delivery of the Agile blueprint

- Document and manage program level issues and risks around schedule, partner engagement, resourcing, etc., and conduct root cause analysis and escalate as appropriate

- Document and manage the Agile blueprint program schedule and scope, and achieve agreement on key program deliverables and dates, in line with objectives and key results

- Evaluate and document the impact on productivity and efficiency directly related to the rollout of the Agile blueprint as measured against key results and other applicable metrics; review and adjust program direction, approach, artifacts etc to keep program on track

Agile Leadership

- Become a strategic partner in organisational road-mapping and structuring to drive increased ROI, greater adoption and higher transformation success

- Provide thought leadership around current Agile transformation trends and their suitability for GMHBA

- Manage stakeholder expectations and collaboratively negotiate effective solutions to complex problems

- Build and sustain strong and trusted relationships with stakeholders in support of broader program goals and objectives

- Support Executive team to develop strategies and translate into prioritised backlogs

- Guide the triage and resolution of organisational impediments

- Work across the business to define the organisational structure required to deliver strategic objectives

- Create a productive backbone focusing on decision making, budgeting & funding, technology, skills and capabilities

Coaching and stakeholder engagement

- Provide coaching at all levels in the emerging Agile environment, assessing the current organisation and delivery environment and recommending optimal Agile practices

- Increase individual agile capability by providing coaching to Delivery Leads, Product Owners and Business Analysts in the following areas -

    - Effective backlog management,

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- Management and prioritisation of new features, BAU and technical debt, in order to deliver the optimum increment of value towards key results,

- The role they play in supporting execution of ceremonies.

- Coach teams on how to be self-organising and cross functional

- Lead GMHBA's Agile community, sharing and re-applying skills and knowledge, and bringing in best practice

- Perform hands-on project work, including analysis, design and change management, as required

Regulatory & Reporting

- Ensure compliance with the Company's Delegated Authorities, Business Plan, Policies and Standards

- Support company audit processes and make recommendations as required

- Keep up to date with regulatory trends and changes and actively participate in training and update type activities

- Prepare information and reports for management as required.

Other

- Uphold the company values, culture and performance standards

- Participate in the roll-out of business change programs designed to strengthen GMHBA's performance

- Embrace the mindset and actively contribute towards embedding the GMHBA Way including working in an Agile environment.

- It is not the intention of this position description to limit the scope or accountabilities of the position but to highlight the most important aspects of the position.

- The accountabilities described within may be altered in accordance with the changing requirements of the role.

- Perform 1st Line of Defence duties by identifying operational risks, assist in investigating their root causes and provide support to mitigate risk through understanding control effectiveness and recommending risk improvement

Key Relationships:

Internal:
- All internal teams

External:
- As required

Skills, Experience and Qualifications:

Mandatory

- Minimum 5 years' relevant experience as a certified Scrum Master and/or Agile coach, with deep experience in successfully supporting organisational Agile transformations in a similar medium-size enterprise context.

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- Deep knowledge of current Agile Transformation market trends and offerings with understanding of advancements in cognitive Agile Transformation, machine learning and AI
- Strong executive presence and ability to work effectively with C-suite leaders
- Demonstrated ability to influence and coach stakeholders, without authority, at all levels of the organisation using various approaches such as 1 to 1, hands on, and group coaching
- Strong experience in supporting the translation of business strategy into daily operations
- Ability to establish immediate credibility with stakeholders, build alignment and achieve goals through influence
- The ability to coach teams on how to explore problems, build the right things and build the thing right
- Experience in managing complex projects in a dynamic and at times ambiguous environment
- The ability to work as part of a project team within a cross-functional environment, building strong, effective relationships

Highly desirable

- Private Health Insurance experience
- Experience in working with Objective and Key Results (OKR's)

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