Agile Consultant Role Description

Radica//y

// Role purpose:

You will help New Zealand organisations reframe and evolve the way they think about work, ensuring they can leverage modern ways of working to tackle the challenges of a rapidly changing world.

You'll support organisations on their journey to become future-fit by:
– Training and coaching new mindsets to reframe the work lens – helping to achieve greater efficiencies and improve their problem-solving capabilities
– Embedding new practices to amplify the value from new ways of working
– Building capability in our clients to help them become self-reliant
– Providing thought leadership on modern ways of working

// What you'll do:

You will be a part of a highly collaborative consulting team that is adept at solving complex challenges for our clients. This requires having a keen interest in developing your business acumen alongside strong agile expertise and experience.

The role involves teaching, coaching and mentoring teams and those around them - from launching a new team through to identifying key impediments that are preventing them from achieving high performance.

Working for Radically you will be exposed to a wide range of organisational agility engagements - making it a great place to accelerate your career and growth, both in agile expertise as well as in understanding the way businesses live and breathe.

// Key accountabilities

Teach, coach and mentor New Zealand organisations how to effectively deliver customer value via better ways of working
– Role-model the agile and growth mindset, including customer-centricity, delivery of rapid cycles of test and learn. value and data-based decision making, and delivering value iteratively.
– Facilitate adoption of the Agile mindset, values, principles, and practices to measurably support the delivery of business outcomes.
– Support the development of empowered teams through the coaching of both leaders and teams.
– Continuously improving our client's ways of working by bringing innovation and inspiration while ensuring they remain focused on business outcomes.
– Champion and build a culture of collaboration and continuous improvement
– Role model servant-leadership to motivate, inspire and cultivate a culture of high-performance.
– Facilitate practical improvement initiatives and strategies by analysing and evaluating an organisation's workflow and overall environment to improve how they deliver customer value – discussing organisational shortcomings with clients.
– Coach groups, teams, and individuals to achieve higher levels of agile maturity, by observing, analysing and evaluating current systems, preparing and recommending new ways of working to resolve organisational problems
– Set and manage engagement stakeholder expectations.

Contribute to Radically's own ways of working and Agile Practice
– Contribute to the long-term direction of Radically, including setting standards, improving our ways of working, inspiring and encouraging our team to always innovate and grow.

- Support other Radically staff to deliver business and customer outcomes by continuously helping improve how we work.
- Continuously improve our customer's experience of Radically.

// Core competencies, knowledge, and experience:

- At least 2 years of experience working in agile environments.
- Experience helping teams, product owners and other coaches adopt behaviour shifts required for agile to succeed.
- Experience in working in, or delivering, agile transformation in a pragmatic, non-purist way.
- An understanding of modern product, delivery and design principles and practices.
- A passion for relentlessly pursuing the growth and improvement of yourself and others.
- Proven experience in creating high-performing agile teams
- Proven experience in building strong, lasting business relationships. Good communication skills with a flexible style and the ability to influence.
- Proven experience in facilitation across a range of situations.
- You know what great leadership looks like and you role model this daily. You believe in leadership at all levels.
- You understand the impact of change and you're adaptable and resilient. You approach each new challenge with energy and enthusiasm.
- Project management experience

// Key performance indicators:
Radically OKRs

// Preferable professional qualifications:
Professional Scrum Master
Certified Product Owner or equivalent
Certified Agile Facilitator of equivalent

Reports to: Principal Consultant