

Senior Agile Consultant Role Description

// 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 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
- Analysing and improving organisational structures and co-creating new habits that reinforce new ways of thinking and working
- 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 who are adept at solving complex challenges for our clients. This requires having a strong sense of business acumen alongside deep agile expertise and experience.

The role involves teaching, coaching and mentoring senior leaders and their teams - taking them from launching as a new team, through to helping identify key impediments that are stopping 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 and embedding 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 improve our clients 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 - playing a leading role in delivering great client engagement experiences.

Contribute to Radically's own ways of working and Agile Practice

- Coach and support Radically Consultants to build individual capability
- Contribute to the long-term direction of our Agile Practice, including setting standards, improving our ways of working, inspiring and encouraging our team to always innovate and grow.
- Support Radically Leadership 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:

- 7 years plus experience in coaching, agile or related disciplines.
- Experience in working in organisations that have been through an Agile transformation and enabling the change.
- Proven experience in setting up and operating in scaled and distributed environments.
- Proven experience in operating in an environment that supports the combination of Design Thinking, Agile and DevOps and in creating teams that support the balance of Discovery and Delivery work.
- Experience driving leadership behaviour shifts needed to empower successful agile squads
- Experience in working in, or delivering, agile transformation in a non-purist way.
- Experience in delivering and leading change related projects or programmes.
- Proven experience in creating high-performing agile teams
- Proven experience in developing and growing others.
- Proven experience in building strong, lasting business relationships.

// Key performance indicators:

Radically OKRs

// Preferable professional qualifications:

Certified Agile Coach

Professional Scrum Master

Certified Product Owner or equivalent

Certified Agile Facilitator of equivalent

Reports to: Director / Principal Consultant