Agile Delivery Lead

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Company: Causeway Technologies

Location: Middlesbrough

Category: computer-and-mathematical

Agile Delivery Lead

Middlesbrough / **Hybrid**

Do you want to help shape software that affects thousands of lives?

Who are we?

We are ranked as the UK's #1 construction specific software player and our mission is simple; to provide market leading end-to-end software solutions to the construction and construction like industries across the entire build life cycle.

If you are looking to build an exceptional career with an award-winning company you've come to the right place. Our teams are based in the UK, Europe, and India, working on products that are used on a global scale. We have a clear and defined road map to deliver over the next 3 years, which is centred around a large-scale digital transformation as well as continuing our growth and expansion.

We embrace diversity and equality and want our employees to be comfortable bringing their whole selves to work. We are committed to building a team with a variety of backgrounds, skills and views. Creating a culture of Equality isn't just the right thing to do, it improves every aspect of our business.

The Role

Our technology is used by thousands of companies and affects millions of lives. You will be responsible for leading a multi-disciplined team of software engineers with the aim of delivering great quality software that aims to transform the construction industry. You'll be the driving force in ensuring that our product is developed to the highest standards using

agile practices. Your goal is to ensure agreed deliverables are met by your team, by driving your team's success through effective coaching, mentoring, objective setting, and performance reviews.

The key areas of responsibility for the Agile Delivery Lead include:

Product Delivery, Team Leadership and Management.

Responsibilities

Product Delivery

Act as the Agile champion for the team, Managing the Scrum process, scheduling and facilitating all scrum ceremonies (planning, standups, retrospectives etc.)

Work with the Product Owner to groom and define the product backlog.

Set and deliver realistic deliverables within each sprint in accordance with the product roadmap.

Communicate progress with the team and Product Owners via sprint plans, stand ups, burn down charts and scrum processes.

Liaise with other teams to share ideas, technology and any agreed cross-team deliverables.

Identify, communicate and mitigate any risks or impediments that may impact on team deliverables and remove.

Protect the team from external distractions and scope creep and remove barriers / blockers so that the team can focus on their work and deliverables.

Regularly assess the team's Agile maturity and coach them to improve and become a self-organised team.

Facilitate, communicate and support release planning.

Work with Product Owner to scope and prioritise activities based on business growth and customer impact.

Work with other Agile Delivery Leads to increase the effectiveness of the application of Scrum in the organisation.

Work closely with the engineering team to deliver product improvements and lean time-to-market solutions.

Provide practical assistance to the team to achieve the product KPI's, goals and projects agreed with the business.

Team Leadership and Management:

Lead by example, exuding positive energy and enthusiasm, inspiring others, encouraging teamwork and co-operation and ensuring that team members live and breathe the company vision and values at all times.

Provide Agile, Scrum and technical guidance and manage the team so that Scrum practices are followed, and software development meets the highest standards in terms of functionality, quality, and overall customer experience.

Responsible for the overall assessment, management and development of the product development team and for supporting the achievement of product and quality objectives.

Manage performance standards without compromising on service or quality.

Evaluate, coach and develop team members to build confidence and capability and operate to the highest standards.

Work with the Development Manager and People team to ensure that performance is managed, objectives are set, feedback is provided, holidays and other absence is managed and that team members have the appropriate skills to achieve their objectives.

Responsible for assessing training needs and ensuring that the relevant level of learning, coaching or knowledge sharing is available to all team members, aiming to improve both individual and organisational effectiveness.

Ensure that company processes, standards and policies are implemented. consistently and that fairness, reasonable standards in the treatment of people, equal opportunities and work life balance are maintained to create a high performing work environment and retain team members.

The essentials we need from you:

Previous relevant experience in a similar role.

Experience of managing and delivering projects using Agile methodologies.

A good understanding of the full scrum lifecycle.

Demonstrable experience in building and managing scrum teams, providing team leadership, people management and coaching for performance.

Experience with methods and techniques used for planning and monitoring the progress of projects and assessing their status and health as well as that of the team and the process.

Established and demonstrable track record of managing all aspects of a successful product delivery.

Degree level or equivalent education in a software engineering discipline preferred.

What you get from us:

If you're looking to build an exceptional career with an award-winning company you've come to the right place. We believe everyone at Causeway has a vital role to play in our success. Causeway is fuelled by curiosity and is a place for people who beam with positivity and burn with ambition.

Our team is everything, so we'll take good care of you. In fact, we give well-being the same priority as our other business goals. We're strong advocates of work-life balance, offering hybrid working alongside the opportunity to work from modern, collaborative offices.

Benefits

As a leader in employee engagement and people management, there are fantastic benefits and rewards at Causeway. We strive, year on year, to achieve recognition as an award-winning workplace that our employees love. We've selected just a few of the many benefits available below to show you how we take care of our Causeway stars.

25 days annual leave + public holidays, increasing with length of service.

4% matched pension.

Income protection and life assurance.

Access to our award-winning benefits platform.

We take mental health seriously and have a dedicated EAP available 24/7.

£100 allowance towards a fitness club.

Interest free loans on tech.

Private Medical Insurance.

Paid study leave + volunteering days.

Car Scheme.

Like all responsible companies Causeway is aware of the need to recognise the importance of protecting our environment and addressing the climate emergency. Causeway is a carbon neutral company and we offset our calculated carbon footprint. However, we recognise that offsetting is not a permanent solution, so we set environmental objectives to reduce our footprint year-on-year.

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