



Job Title: Scrum - Agile lead- Delivery Lead

Job Location: Bucharest, Romania

Metropolitan Life (“Metlife”) has helped generations of people around the world protect their families and finances. We are one of the world’s leading financial services companies, providing insurance, annuities, employee benefits, and asset management to our individual and institutional customers.

Role Value Proposition:

This role is an expert in Agile methodologies and a leader in process improvement, coaching, mentoring, conflict management, facilitation and mediation. The Agile Coach engages with both technical leadership and agile delivery teams with a primary focus on technical practices and tools adoption including but not limited to TDD, test automation, Continuous Integration and Continuous Delivery through the adoption of DevOps practices and tooling.

Key Responsibilities:

- Trains, guides, coaches and mentors Agile teams towards achieving product objectives through the adoption of agile technical practices.
- Coach, inspire, mentor teams and promote positive team dynamics to ensure members collaborate and work effectively within the team and with other teams, to manage risks, and dependencies.
- Works directly with team members and business partners to execute the adoption of SAFe at the organizational level.
- Work closely with the team members, Product Owners, other Scrum Masters and stakeholders to support Sprint and Release Planning, foster team self-awareness, encourage cross-training, decision-making and continuous improvement. Help teams become high-performing teams.
- Able to introduce and mature various Agile practices at the team level (Scrum, Kanban, XP).
- Raise recurring, widely observed issues and bottlenecks to Agile team stakeholders (e.g. PO, Business Owner) and develop and implement comprehensive solutions.
- Assist in Developing and monitoring metrics to track the progress of Agile/DevOps adoption and maturity to aid in accelerating overall Agile transformation efforts.
- Facilitate/deliver Agile/DevOps awareness, training materials, and content; apply industry best practices at the team level.

Essential Business Experience and Technical Skills:

- Highly analytical and methodical with excellent attention to detail.
- Long-term vision, experimentation mentality
- Ability to think strategically, assess business risk and apply creative problem-solving skills
- Strong team player and ability to learn quickly
- Proactive work style, especially as it relates to project, client and partner follow-up
- Ability to manage multiple work-streams simultaneously
- Awareness of various work styles, communication and cultural differences and needs; ability to adapt to each audience’s unique approach

- Strong relationship-building skills - internal colleagues, 3rd parties, suppliers / vendor management – on and off-shore
- Delivery focused
- Customer service focused
- Proactive and motivated
- Builds trusted relationships and collaborates across global, diverse and multi-functional teams to successfully drive business objectives.

Required:

- Typical 3-5 years of experience (total)
- Proven Experience in leading Agile projects
- Ability to work with applicable collaboration tools that drive an end-to-end delivery of product through persistent teams.

Preferred:

- BA/BS in Comp Science/IS (or equivalent)
- SAFe Certifications (SSM, SP)
- Scrum Certifications

Key Relationships

The Agile Delivery Lead will report to CIO.

Other Key Stakeholders:

- Governance lead (PM)
- Business Product Owner
- Quality testing lead
- Scrum lead
- Software Engineer
- Local Business Leaders: Strategy, Distribution & Analytics
- Local Functional Leaders: IT, Marketing, Operations, HR, Finance, Legal
- Other Global Leaders: ITRS, Data Strategy, Architecture

Metropolitan Life (“Metlife”) is proud to be an equal opportunity employer. We are committed to attracting, retaining and maximizing the performance of a diverse and inclusive workforce. It is the policy of Metropolitan Life to ensure equal employment opportunity without discrimination on any basis protected by law. We welcome applications from candidates of all backgrounds, ethnicities, genders, religions and sexual orientations. We strive to find the best candidate for all positions and a diverse range of applicants ensures we widen our talent pool to achieve this. Any applicants with disabilities and neurodiverse conditions, please do let us know about your reasonable adjustments to ensure that we can best meet your needs.

At Metropolitan Life (“Metlife”), we’re leading the global transformation of an industry we’ve long defined. United in purpose, diverse in perspective, we’re dedicated to making a difference in the lives of our customers.

We ensure to reward and recognize our employees for their contributions and accomplishments at work. We value our employees’ commitment to their work by offering a competitive and extensive compensation and benefits package. This includes country specific paid holidays, performance-based bonus, health insurance, income protection and pension benefits. Metropolitan Life will also assist in the funding of professional fees for employees where it is relevant and aligned to your position within the organisation. Metropolitan Life reserve the right to make a judgement on whether the subscription is relevant or not to your role as well as cease the payment at any time. This type of subscription will not incur “benefit in kind” tax

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