

Exciting career opportunity



Associate Director, Agile Coach (Africa Lead)

KPMG in Africa is part of a global network of firms that offers Audit, Tax, Consulting, Deal Advisory and Technology services. Through the talent of over 16,000 colleagues, we bring our creativity and insight to our clients' most critical challenges.

With offices across the continent, we work with everyone from small start-ups and individuals to major multinationals, in key sectors. Our work is often complex, yet our vision is simple: to be the clear choice for our clients, for our people and for the communities we work in.

At KPMG, Our Values represent what we believe in and who we aspire to be. Our Values guide our behaviors day-to-day, informing how we act, the decisions we take, and how we work with each other, our clients, our communities and all our stakeholders. They bind us together, across our different backgrounds and cultures, and are common to each of us. Living Our Values is a journey that requires the collective ownership and commitment of everyone at our firm. If you would like to be part of this journey, we welcome you to explore the opportunity.

Position Summary

At KPMG, you'll join a team of diverse and dedicated problem solvers, connected by a common cause: to turn insight into opportunity for clients and communities around the world.

We are seeking an experienced Agile Coach to join our team and help drive our client's agile transformation journeys. The ideal candidate will be passionate about transforming organizational culture and mindset to enable the adoption of agile methodologies and principles. As an Agile Coach, you will work closely with cross-functional teams, leaders, and stakeholders to promote agile values and principles and create a culture of collaboration, continuous improvement, and experimentation.

This is a Full Time, Hybrid Pan-African role, with responsibility for leading a team across the continent, and the resource will be based in either Johannesburg, Nairobi, or Lagos.

Role and Responsibilities

Strategy

- Advise and support regional teams in executing agile transformation initiatives, either at a project or enterprise level.
- Promote agile maturity assessments as a tool to ascertain agile readiness and craft strategies to improve adoption of agile across the enterprise.
- Develop comprehensive Go-to-market strategies with regional teams for agile transformation.
- Participate in the development and publication of thought leadership.
- Leverage local and global KPMG artefacts, SMEs, and other network assets to advance the firm's agile agenda.

Client Impact

- Facilitate learning and development among employees through individual and team coaching.
- Communicate agile principles, scrum practices, and overall operating model across the organization.
- Coach and mentor cross-functional teams, leaders, and stakeholders on agile methodologies, principles, and practices to enable the adoption of agile practices and mindset.
- Create a culture of continuous improvement and experimentation by promoting agile values and principles, and encouraging team collaboration, transparency, and feedback.
- Champion the use of metrics and other objective measures of agile adoption and value realization.
- Identify cultural barriers and mindset shifts that hinder agile adoption and work with the organization to overcome them.
- Facilitate workshops, training sessions, and team-building activities to promote collaboration and alignment across the organization.

- Undertake daily follow-ups with individual team members to ensure projects are on track and goals are being met.
- Help clients foster an environment of psychological safety, where team members feel comfortable taking risks and sharing ideas and feedback.
- Coach teams on Agile methodologies, principles, and practices to improve their delivery process, quality, and productivity.
- Work with cross-functional teams to facilitate agile ceremonies, including sprint planning, daily stand-ups, retrospectives, and demos.
- Identify and remove impediments that hinder team progress.
- Collaborate with product owners and stakeholders to prioritize and manage the product backlog.
- Encourage team collaboration, continuous improvement, and self-organization.
- Conduct training sessions and workshops to educate teams on Agile practices.
- Monitor and measure team performance and identify opportunities for improvement.
- Implement and oversee Agile metrics and reporting.

Finance

- Deliver on targets and goals (including sales goals).
- Provide annual budget input for the area of responsibility for approval and integration into service line/ growth area budget.
- Manage the annual budget, including costs for designated area.

Qualifications, Experience and Skills

The ideal candidate has:

- Bachelor's or Master's degree in Communications, Operations, Business, or Technology or any other relevant field.
- Minimum of 10 years' experience of combined business or technology experience within an Agile environment.
- Excellent knowledge of agile methodologies, values, and principles, and the ability to coach teams on their adoption and implementation.
- Strong leadership, communication, and interpersonal skills, with the ability to work effectively with cross-functional teams and senior management.
- Passionate about organizational culture transformation, and the ability to identify cultural barriers and mindset shifts that hinder agile adoption and work with the organization to overcome them.
- Experience facilitating workshops, training sessions, and team-building activities to promote collaboration and alignment.
- Familiarity with agile metrics and reporting, and the ability to develop and implement strategies to measure and monitor cultural transformation.
- Knowledge of emerging practices and tools related to cultural transformation, such as design thinking and lean management.
- Experience in using scrum, kanban, and scaled agile framework (SAFe).
- Agile certification, such as Certified Scrum Master (CSM) or SAFe Agilist, is a plus.
- Track record of implementing agile techniques in different work cultures and environments.
- Experience in running agile projects of varying size and complexity.
- Strong skills for leading, educating, and coaching.
- Excellent written and verbal communication skill.

We offer:

- An exciting opportunity to work with a Big 4 firm on cutting edge infrastructural development across Africa.
- Continuous learning and development.
- Exposure to multi-disciplinary client service teams.
- Unrivalled space to grow and be innovative.

If your career aspirations match this exciting opportunity, please send your application to talentrecruit@kpmg.co.ke by **15 July 2023**.

Please note that only shortlisted candidates will be contacted on a rolling basis.

kpmg.com/socialmedia

