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| **Name of candidate** | Stephen Morris |
| **Total experience** | 12 years |
| **Previous Position & Company name** | Sky in Livingston & Agile Coach |
| **Position Applied for** | Agile Coach |
| **Joining time (notice period, date of expected etc)** | Immediate |
| **Current location** | Edinburgh,UK |
| **Notes/ comments / summary of experience** | Stephen Morris has 12 years of experience in IT and having 12 years of experience as Agile Coah.  **Good hands on exp with:**   * Sound Knowledge on Agile Methodologies * Strong experience in Java,Net, C#, Visual Studio, Eclipse, IntelliJ, Python, PHP, Flash, Spring, Aurelia, SQL Server,- Oracle, MySQL, Sybase, NoSQL, Couchbase, MongoDB |
| **Legally authorized to work in the work location (Yes/No)** | Yes  British Citizen |

**Stephen Morris** [steve@squabit.com](mailto:steve@squabit.com) mob:078007 999 86

**SUMMARY:**

My recent contracts have been as an agile coach or agile coach/scrum master roles. I have a very strong technical background which often helps me to quickly gain the trust and respect of even the most technically arcane scrum teams. I regard myself as an agile evangelist but not an agile fundamentalist who has successfully worked in transforming company practices in embracing agile. I have strong business analytical skills and I have recent government security clearance. I am very loyal and authentic individual with a deserved reputation of being adaptable and I am well regarded and well liked wherever I have worked. Continuous improvement is something I passionately belive in and enjoy.

I have been a passionate advocate, champion and practitioner of agile methodologies for over ten years I have utilised TDD/BDD, SAFe framework, DSDM Atern and GDS digital by default services. I have assisted several companies to successfully transform from waterfall to agile overcoming the usual challenges of resistance to change. However, I understand that some work is not readily suited to the agile approach and I am aware that agile must be delivered within the context of the incumbent corporate culture.

I have excellent verbal and written skills and can communicate with both technical staff and senior business stake holders. My leadership style elicits strong esprit de corps and was largely acquired whilst playing rugby to a reasonably high standard. However, I am more than happy to work as team member whenever required to do so. I am comfortable dealing with people at all levels and I am proficient at persuasion with reasoned arguments verbally, written and with presentations. I regard loyalty as my strongest personal attribute.

I am very competent at utilising most project management tools Jira/Confluence/Portfolio (Atlassian stack, Jira Portfolio, Microsoft TFS, Trello, MS Project and Primavera. In addition, I have plenty of experience utilising traditional project management techniques, waterfall, Prince 2, Lean, maintaining RAID logs and matrix management.

I have been responsible for successful agile transformations in a number of businesses many with 3rd party suppliers and across many locations in the UK and abroad.

**Sky in Livingston**

**September 2015 – current role**

**Lead Scrum Master/Agile coach**

***I was originally recruited simply as a lead scrum master on a new project for the development of light weight services. This developed very quickly into becoming an Agile coach for all the development teams in Scotland, London, Barcelona and Bangalore.I was heavily involved in a multi project team delivery for Sky to enter the mobile phone market. To be able to implement such a complex program it was essential to utilise SAFe framework to ensure the delivery of the program***

**Selected Accomplishments**

* I succeeded in pulling together a poorly communicating group of developers/testers into a genuine team who talked and worked together effectively by destroying the cliques.
* Managed to motivate 22 separate teams to buy into a more consistent way of using Jira and to adopt a more collaborative approach to Agile. This was achieved by persuasion and not imposition. This really helped inter team cooperation when the pressure was really on to deliver the mobile project where teams co-operated rather than blamed other teams when things went wrong. It also allowed Sky to utilise Jira portfolio for capacity planning
* I managed to reinvigorate the agile practices within the group based more on my ubiquitous philosophical and cultural approach and implemented Jira portfolio
* One of my bosses was promoted to systems development manager for all sales related IT work and my efforts certainly assisted in this happening.

**EXPERIENCE:**

**Accenture for HMRC in Newcastle GDS project**

**May 2015 – September 2015**

**Scrum Master/Technical advisory role**

***Ostensibly employed as a Scrum master on a well established team developing a web interface for employee related securities (ERS). This was by the most challenging project out of 20 teams that were in action in Newcastle. The project was compromised by a tactical systems architecture that had already had been deployed before I arrived in April. I inherited a very competent team of developers and testers and a somewhat challenging individual as my product manager. I quickly acclimatised to the technical and personal environments and managed to help guide the team through some very aggressive delivery schedules by suggesting some novel development approaches that helped us deliver the program on time.***

**Selected Accomplishments**

* Managed to re-invigorate a disheartened team through building trust and displaying technical competence
* Delivered the most critical sprint with twice the typical velocity demand on time and working
* Worked closely with the technical architects to design an innovative programmatic solution to some very limiting architectural programs
* Energised and stimulated the team to buy into a novel programmatic approach to significantly improve velocity on an almost impossible delivery date
* Successfully managed to engender a strong team spirit that helped the team to look forward to coming to work again

**Aberdeen Asset Management, Edinburgh. Panther project**

**June 2014 to January 2015**

**Scrum Master/ Agile Coach/Project Manager**

***Originally employed as an SCRUM master, then agile coach and additionally a project manager. I took over two large CADIS development teams as part of Scottish Widows investment partnership (SWIP) which had been recently acquired by Aberdeen Asset Management. SWIP had implemented some agile practices and frameworks, but the process was largely manual using boards and spreadsheets. My role (as well as mastering the SCRUM teams) was to expand the agile process through automation, by implementing Microsoft Team Foundation Server as part of Visual Studio 2013. Additionally I coached other development teams to adopt Agile and TFS throughout the rest of the group. My development projects include SWIP integration work, a new risk management system and an FX cash ladder application developed using C# and .NET. For the largest program delivery of the SWIP integration it was necessary to utilise the SAFe framework and to establish a DevOps delivery platform***

**Selected Accomplishments**

* Managed to help my boss get promoted to head of global development within the AAM group
* Installed and configured Microsoft Team foundation server (TFS) to work with existing SCRUMS teams and new development teams in other parts of the group.
* More than doubled the velocity of the existing SCRUM teams through facilitating much stronger team ethics by building trust within the groups. The team members became more self-critical at SCRUM retrospectives which lead to many of the performance improvements.
* Coached and mentored most members of the development team as part of their personal development plans.
* Extended Agile practices into the parent company. Migrated two other teams in London on to the Agile TFS boards and trained and coached them on the agile process.
* Overcame some significant hostility in some quarters in London where some BA’s and Project Managers perceived the Agile process as being a threat to them by persuading them of benefits both to the efficiency of the team and their own personal improvement.
* Successfully project managed one of these teams developing an FX Cash Ladder using .NET and C#

**Scottish Office AFRC Futures**

**January 2014 to April 2014**

**SCRUM master/Project manager**

***I was one of six SCRUM masters/ Project Managers on a very large web development (over 200 staff) for a new website for Agriculture, Fisheries and Rural Communities. All written in Java using the JBOSS stack on Red Hat and in a totally Agile environment using the Atlassian project management stack, Jira (with Green Hopper) and Confluence. The project also had to be compliant with GDS Digital by Default standards. I was in charge of a team of 14 including developers, testers, solutions architect, business analysts and product owner. Some of the team were contractors, some permanent CGI staff and some Scottish Government staff. Many of developers and testers were from CGI India. Although ostensibly Agile with all the correct ceremonies, it was a somewhat bureaucratic and challenging to get things delivered.***

**Selected Accomplishments**

* Restructured the team to make it work as a team and not as group of cliques.
* Delicately resolved a crucial technical architecture shortfall without upsetting the Solutions Architect
* Very quickly assimilate myself into the management team and significantly improved velocity
* Coached and mentored some members of the development team as part of their personal development plans.
* Significantly improved team velocity on what was a dysfunctional team by uniting the team through strong leadership.

**KDG Portfolio**

**September 2012 to October 2013**

**Agile Coach/Scrum Master/Project delivery manager**

***KDG is an insurance company primarily selling life and warranty products who were expanding rapidly and in urgent need of automation for both business development and compliance purposes. I managed a small team of inexperienced developers and testers to develop a bespoke CRM/Warranty system integrated with the implementation of an Open Source PBX system. The CRM integrated with an external document management company for issuing policies and processing claims and the client was deployed on the Web and on Android tablets. The projects were delivered on time and ahead of budget.***

**Selected Accomplishments**

* Committed all software development to Agile with TDD and automated CI
* Delivered a working CRM on time ahead of budget using Flash Builder, Zend PHP AMF which worked in browsers on desktops and as an app for iPad’s for field agents.
* Delivered integrated open source PBX system on time ahead of budget using Elastix
* Massively reduced telecoms costs
* Increased sales agent productivity significantly through automation by over 200%
* Presented to the board on a weekly basis on all projects delivery and RAID analysis

**Quindell PLC.**

**From May 2009 to August 2012**

**Agile Coach/SCRUM master/Project delivery manager**

***Quindell is a portfolio of insurance service companies that at one time had a market capitalisation of around £2bn. I had two spells at the company before and after AIM listing. When I first joined Quindell it was a private portfolio of companies whose main activity was call centre based. I was required to recruit a development team of seven developers and two testers (all graduates) and delivered a bespoke CRM system in .NET/C# that included iPad apps for field agents along with several digital media projects for websites some with e-commerce capabilities. Once the business was floated on AIM, my role changed where I became projects delivery manager for a number of integration projects as Quindell went on a large acquisition spree. During this period I was continually setting up new integration teams in a very chaotic environment. Finally, I focused on direct project management of a large telematics projects involving a Couchbase, big data database technology. I also maintained RAID logs for each project and reported directly to the board on a weekly basis. I was the main advocate and sponsor for adopting Agile practices in the new integration teams. I directly SCRUM mastered my own teams and managed SCRUM of SCRUM’s for the integration teams. Utilisation of the SAFe framework and establishment of DevOps delivery platforms was essential for most of the integration programs.***

**Selected Accomplishments**

* Co-ordinated many different development teams to produce an integrated approach for personal injury work flow processing across the three main entities. This led to 95% of all claims management and processing remaining within the group. This was all .NET windows based Omni-channel approach including mobile apps
* Persuaded the chairman and board to fully commit to Agile practices
* Reported to the board on a weekly basis on all projects which grew continually as Quindell acquired other businesses
* Delivered a number of ecommerce websites e.g. [Quote Super Market](http://www.quotesupermarket.com/), [Everything But Bikes](http://everythingbutbikes.com/).
* Successfully managed to get all development teams to adopt Agile/SCRUM with TDD
* Lead a development team to build an integrated CRM application for both desktop and iPads which had to be delivered on an extremely tight budget and demanding time scales with inexperienced developers and testers.

**Newzdog/Elertz Ltd.**

**October 2005 to February 2009**

**Agile Coach/ Project delivery manager/**

***Elertz which became Newzdog.com were software (SaaS) technology companies that developed a new form of online news aggregation app for PC’s MAC’s and mobile devices. All developed using Flash Builder and PHP with MySQL. Unfortunately the investment dried up. Trained and coached all the staff to work Agile with SCRUM and TDD***

**Selected Accomplishment**

* Delivered fortnightly releases of apps. on time and within budget
* Delivered a branded version of Newzdog to the Independent newspaper
* Implementing Agile development methods for both onshore and offshore development teams
* Presented weekly project delivery reports to the investors on a weekly basis

**Holistyc/TIG Webmetering**

**Software Development manager**

**July 2001 to August 2005**

***A small specialist billing company that wrote and delivered premium rate dialler software for BT amongst other clients. Again SCRUM Agile and TDD were in place from day one and I coached, trained and mentored all the staff. Technology was .NET, SQL server for the back end and MS C++ for the client. The volume of transactions at its peak were huge. 166K downloads per day and 20m messages per day.***

**Selected Accomplishment:**

* Delivered an ever evolving application with 99.99% uptime in a 24x7 environment
* Helped secure BT as our main client
* Implemented Agile development methodologies
* 160K downloads per day and 20m messages per day in a SQL server database
* The Holistyc website at one stage was ranked 344th most popular website on the planet when it had no home page and was used purely for messaging payment processing

**HSBC Sales and securities**

**January 1999 to June 2001**

**Team leader**

***I was brought into HSBC to sort out a development team that had gone rogue. I resolved the team issues quite quickly and then, as well as managing the team, I developed some interesting pilot projects***

**Selected Accomplishment:**

* Managed to get a broken team working effectively within two weeks,
* Earned the respect of some difficult team members by tacking some challenging development areas.
* Project managed a CRM system implementation for the Pharma team directly on the trading floor.
* Assessed the market for OLAP and ETL products and setup pilots for both systems.
* I presented the results of the product analysis and the pilot outcomes and to senior management and subsequently implemented both as production systems.