# Selection & Development Profile – BNPPF Scrum Masters

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| **Background** | **experience** | **languages** |
| Any Bachelor or Master  Affinity with a business environment | 0-3y | Fluent in Dutch or French + Eng |

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| **PERSONAL LEADERSHIP** | **connect people** | **know what matters** | **manage processes** | **think and act outside-in** |
| **Motivation:** Driven to work in an agile environment and contribute to the digital transformation of BNP Paribas Fortis. Wanting to have impact by bringing change and enjoying to be able to motivate others to follow in the change. | **Open & Inspiring:** Pleasant to work with. Friendly and respectful basic attitude. Showing integrity and creating an environment of trust. Inspires and motivates others with their positivity and enthusiasm. | **Curious/learning agility:** Is curious and driven by the desire to know more about things. Intrinsically motivated to acquire new knowledge, skills and tools especially in IT. Actively searches for unknown/new experiences. | **Goal oriented:** knows what the important (strategic) goals are and continuously keeps those in mind while making decisions and taking actions to realize these objectives and to bring the added value. | **Customer centricity:** wants to play a significant role for the customer, puts clients’ goals central; committed to play a significant role and goes for sustainable high qualitative customer experiences. |
| **Daring:** Is an equal conversation partner and dares to express their own vision, opinion and ideas. Shows ​resilience when facing resistance and is perseverant when the change takes time. | **Communication:** Communicates effectively; adapts their communication to the audience. Uses the appropriate arguments and story to create buy-in, to convince.​ | **Multiple and transversal thinking:** Is able to see the big picture and to think from different perspectives. Takes into consideration the different stakeholders. Applies an end-to-end view and transcends silo thinking. | **Agile way of working:** Experiments, tries, fails, improves, moves on, adjusts…. Applies short agile/feedback cycles to adapt and go forward effectively and rapidly. Is able to adapt own plans to changing insights and circumstances, while keeping the goal in mind. | **Entrepreneurial basic attitude:** looks at issues through a scope of opportunities, spots opportunities and knows how to translate them to (new) practical solutions. |
| **Autonomy & Accountabilty:** Is a self-organized professional who takes initiatives & feels accountable to reach the objectives and ‘to make it happen’. ​ | **Involved and empathic:** Is a good listener, seeks to understand others by asking open questions; uses input/perspectives from others for their own actions. | **Complexity management:** Knows how to quickly oversee, understand, and simplify complex or large amounts of information by analyzing, structuring, making connections, distinguishing main from side issues and presenting matters in a simple way. | **Delivers results:** Shows ability to manage results by being well prepared and organised; sets priorities, plans actions, monitors the progress and adjusts where needed. Is able to balance quality and efficiency. | **(Informal) networker:** makes contact with many others on his/her own initiative; uses networks and resources to realize goals. |
| **Self-awareness:** Shows a growth mindset and a continuous drive to develop oneself. Is open to receive and able to give feedback and applies self-reflection. | **Collaborative:** Has a cooperative attitude; is helpful towards others and actively contributes to the effectivity, maturity and the team spirit of the team in order to reach the goal together. |  | **Facilitating/Supporting:** Is aware of personal role in unburdening the team & facilitating them in their tasks. Ensures that the team has the necessary means and capabilities and proactively aligns with relevant stakeholders within the organisation to make this happen. | **Innovative & creative mind**: Is driven by exploring new solutions and bringing continuous improvement. Challenges the status quo, actively looks for new ideas and new ways of working; uses own creativity and/or the innovations/business models from the outside world in own work. |

*Beige = must haves Black = to develop during traineeship Red = focus points in selection​*