**QUESTIONAIRE:**

Tell us more about why you’re interested in this role:

1. In my current role, as part of the Open Banking Initiative, I am already leading two of the Open Banking squads and managing stakeholders. I have a keen sense of recognising people's strength and weaknesses and capitalizing it for requisite deliverables. I have been enabling, motivating, mentoring team members and bringing them to auto pilot.

Hence this role seems to be the next logical step, putting me in a position of further being able to contribute to ANZ's growth story.

1. Being a strategic thinker and an effective problem solver, I would be able to leverage more in this role and provide comprehensive integration solutions and achieve strategic business objectives and have a 360-degree approach to the same.
2. This role is a position of visibility where I will be able to influence strategic decision making. This is something I am looking forward to.

Please share the knowledge, skills and experience you would bring to the role:

Described as a strong problem solver, I thrive on challenges and love to provide creative solutions to complex problems.

I have a very strategic and keen sense of foresight which in this position would help me in optimisation of resources.

I believe in leading by example and my empathy at workplace makes me a good leader and a great team player.

I have experience of handling multiple teams and enjoy leading, motivating and enabling people while delivering efficiency. Like to collaborate with multiple teams and stakeholders and work progressively.

Extensively experienced in analysing project visions, collating business requirements, chartering out clear execution plan to deliver specific integration solutions.

Have experience of solutioning and delivering various large scale business initiatives like Open Banking, Tallyman etc.

Highly skilled in Integration and Middleware products with demonstrated experience in API Management, IBM DataPower, IIB and MQ.

Experienced in Microservices architecture and GCP

Expertise in multiple programming languages like NodeJS , JavaScript, XSLT and Unix Shell Scripting.

Implemented DevOps and CICD solutions using GIT, Jira, Codefresh, Jenkins, Udeploy and Bamboo. A quick learner, always keen to pick up new technologies.

Based on your understanding of the role, where would you need to develop and what support would you need to be set up for success?

1. It would be really great, if and when a need arises, to have opportunities for trainings so as to keep up with new technologies.
2. More opportunities for Certification in the Cloud space for enhanced skill set
3. More exposure with key leadership to understand the business initiatives being taken, so as to be able to value add.

When considering your next career move, what are the three most important job features you’re looking for?

1. A challenging leadership role where I can apply my problem solving skill and creativity to guide and mentor people

2. Work Life balance

3. A key position of responsibility and visibility

4. Continuous learning opportunities

**Product Owner JD:**

**About the role**

As a Product Owner within the Cloud COE and Enablement, you will be accountable for providing integration solutions to our domain stakeholders to connect their applications to meet the required business solutions.

You will:

* Act as single point of contact for all domain Integration requests across multiple clouds and on-prem.
* Work with application and platform teams to gather and interpret integration requirements into specifications
* Deliver technology solutions components to meet current and future    business requirements
* Provide transparency on current state of all initiatives (at a high level)

     through regular domain connects, maintaining the customer expectations

* Participate in prioritising the initiatives together with the domain portfolio        lead when there are resource constraints.
* Create, prioritise, sequence and maintain product backlog
* Convey the vision and goals at the beginning of every Release and Sprint     and ensure the Squad remains aligned
* Actively participate in daily stand-ups, Sprint Planning, Showcases and    Retrospective Ceremonies, vendor service review meetings
* Use metrics to ensure feedback from customers is captured as well as continually reviews product progress
* Provide ongoing support for platforms as required e.g. problem and incident management
* Lead Innovation Planning days for the squad, identifying dependencies with other tribes and ensuring associated backlogs are accepted. Risks are also duly highlighted.
* Ensure backlogs are aligned to customer cadence.

**What will your day look like**

* Ability to advise upon, design and implement integration solutions, availability and reliability best practices
* Demonstrable experience in remote vendor management, SoW process and Budget forecasting.
* Knowledge of ANZ infra landscape and people management, would be an added advantage
* Experience in Integration technologies.
* Known for Getting Stuff Done – you effectively synthesise multiple sources of information and leverage
* A broad network of connections to relentlessly prioritise and execute
* Extensive experience in creating, prioritising, sequencing and maintaining the Product Backlog
* Ability to engage customers and stakeholders to ensure the Squad is building the right product and course corrects if needed
* Liaise with tribe leads and other PO's to ensure the squad has the righ amount of support required to succeed
* Actively participate in daily standups, Sprint Planning, Showcases and Retrospective ceremonies.

**What will you bring?**

We know not everyone will bring all of the skills and experience, and at ANZ we are focused on people bringing a growth mindset to their approach to work. Some of the skills we are looking for are below, but don’t worry if you don’t have all of these as learning on the job is the way we work.   
But back to some of the skills –

* Customer coaching mindset
* Leadership experience
* Role models a strong customer focus, preferably with retail experience
* Enjoys working in a collaborative team environment
* Ability to multi-task, highly adaptable to change and ambiguity
* Proactive, shows initiative and keen to try new things i.e. new technologies

**FEEDBACK 1**

**What** did I do well and why was it impactful?

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* Responsibility & Anchoring the Ship:

One thing stand out with Ankur is that he takes the ownership of the things/tasks even when it is not going happy path  ..

I have seen quite few instances where things/engagements were scattered and in little confused zone with the Team .. but Ankur has never taken an option of washing his hands out of it quoting some process or escalation .. (even though he had that option to do) .. instead, he gets into the deep of it and face all those and spend time/effort to clarify and drive it further as a Team

He makes sure to approach it from eagle’s view .. thinking of alternates (at the same time not deviating from the process) and sorted out many such instances for the Team .. Here I see him as a Solution oriented person😊

The impact of this was very good in such a way that, the Team can just focus on their work instead of spending additional time in to/fro lengthy communications with Stake holders (coz, he pitches in and clarify) .. also, number of waiting Time reduced drastically (especially awaiting responses/follow ups etc ) ..

**>>**

* Clear communication/Stake holder management:

He never shy away in asking/raising valid queries in Team meetings   OR   to Stakeholders … Not just asking .. he also makes sure of sharing his suggestion .. *in other words*, he makes sure he has looked into it from all the perspectives before asking/checking with Stakeholders.

Also, he is pretty much known for ‘always to the point approach’ instead of beating around the bush …

The impact is that .. clear communication with Stakeholders in almost all his engagements resulted in reduced Email threads To & Fro.

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**How** have I contributed to team success?

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* Proactiveness & Leadership:

I have seen Ankur always keep thinking and coming up with ideas proactively ..

Especially during Releases and also in DSUs .. on the update from Team members, he pitches in and share his idea of approaching/checking the tasks/issues in a different way

similarly, there are quite few instances he has brought in his thoughts on the board to see if it works out for the Team’s efficiency .. and it worked out well and still going on 😊

Also, most importantly, in a rare scenario, when his suggestion is not considered due to difference  of opinion, he never shy away in accepting/understanding it (as long as it makes some sense though) .. This, I see as a rare and important quality in Leaders and he always fit there pretty much .. Respect

Also, he made sure that we act as one Team coz of which, the Team bonding is really high and never felt the difference of FTEs and Contractors in our Team from work/deliverables perspective.

This way the impact is that .. His ideas proved betterment for the Team’s efficiency and success in deliverables in an easier way along with bonding as one Team 😊

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**What** do you think I could do differently next time?

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* Nothing much I can think of here .. but as a suggestion, as Ankur is double loaded (*though he has never shown/express it outside and made himself always reachable*) both Squads .. maybe he can think of more delegations(if applicable) .. **>>**

***Overall***, I feel good vibes and my pleasure to work with a resource like Ankur … This is my honest feedback/experience   about/with him 😊 ..