

SW

SIMON  
WRAIGHT

## EXPERTISE

### AGILE

- ✓ Certified Scrum master
- ✓ Agile coaching & motivation
- ✓ Scaling agile
- ✓ Identifying & clearing bottlenecks
- ✓ Reporting & metrics
- ✓ Transformation from Waterfall
- ✓ Scrum, Safe, Kanban, Waterfall, XP, LEAN

### DEVELOPMENT MANAGEMENT

- ✓ Building balanced & efficient teams
- ✓ Extensive experience of Recruitment
- ✓ Monitoring of budget, resources and planning
- ✓ Projects & team coordination
- ✓ Bug tracking, issues & customer care
- ✓ Delivery management
- ✓ Security Improvements
- ✓ System Improvements
- ✓ Conflict resolution
- ✓ Disciplinary procedures

## PROFESSIONAL SUMMARY

With over 10 years in software development I am an experienced manager, scrum master and coach with a real passion for agile and delivery processes. I have proven leadership skills both as a manager and team leader and an ability to communicate with people from all areas of the business. I recently completed my Scrum Master Certification to confirm my agile experience. I thoroughly enjoy improving efficiency and motivation, whether this is a development team refinement, a production delivery process, getting kids ready for school or fine tuning my home brewery process. Looking to improve efficiencies and motivate people are things I've always enjoyed.



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## PROFESSIONAL EXPERIENCE

### Agile Coach and Chapter Lead Scrum Master (CURRENT POSITION)

#### TRACE ONE | Software – Retail Business Management

Apr 2019 – Present

We provide to the Retail Industry a suite compliant with regulations to help them manage the costs and mitigate the risk developing their private label. We develop B2B e-collaborative applications for PLM management (SaaS – .net) for European and North American market providing project management, workflow, specification, audits, packaging and BI modules.

During a restructure of the organization I was given the opportunity to move in my preferred direction in the newly created role of Agile Coach and Scrum Master. There are eight Agile teams at Trace One, my role is to act as Scrum Master within one team, be the chapter lead of all the scrum masters and also coach the wider organization on improving our adoption of scrum.

As Scrum Master I facilitate the daily scrum, the sprint planning, sprint review and the sprint retrospective. I work with other teams on impediments and dependencies and guide individual members or the team where necessary to increase their knowledge on scrum and agile practices.

As Scrum Master Chapter Lead I organise a short weekly catch up with all Scrum Masters where we briefly discuss our week and any challenges that we have faced. I also attend other team scrum meetings where I act as an observer, other scrum masters are encouraged to do this occasionally to help our weekly discussions on best practices.

As Agile Coach to the company I help the business to become more engaged in our way of working. This includes coaching the Product Marketing teams to remain close to the teams and maintain healthy feedback loops with the Product Owners and the teams.

Current strategies I am working on include:

#### A company-wide strategy to improve meeting efficiency

Why? Many people in the company are developing increasing bad habits when it comes to meeting scheduling and execution. Back to back meetings, poor agendas, lateness, overruns, bloated attendee lists are some of the problems occurring.

Strategy – Create a short document to present the company with simple guidelines to get the maximum value from meetings.

#### Distributed Team Communication Improvement

Why? Six of the development teams are distributed and some of these teams are suffering from trust issues and weak relationships.

Strategy – Present a business case for improving the meeting room conference equipment and increasing the frequency of face to face meet ups between team members.

## KEY SKILLS

- ✓ Team Leadership
- ✓ Motivation & Coaching
- ✓ Strategic Planning and Execution
- ✓ Analytical & Practical thinking
- ✓ Collaborative Communication
- ✓ Strong Interpersonal Skills
- ✓ New Product Development
- ✓ Time management
- ✓ Requirements Gathering & Analysis
- ✓ Organization & steering of workshops

## TECHNOLOGIES

- ✓ Chef & Jenkins
- ✓ Azure DevOps
- ✓ Jira & Confluence
- ✓ Tfs & Msbuild
- ✓ SDLC
- ✓ Sonar Qube
- ✓ Octopus deploy
- ✓ SQL & Reporting Services
- ✓ Database modelling & design
- ✓ ASP.net, C#, MVC3
- ✓ Excel
- ✓ Website usability design

### Development & Quality Manager

#### TRACE ONE | Software – Retail Business Management

Mar 2016 – April 2019

Overseeing four scrum teams of 3-8 people per team, some local and some distributed, working on new product development and maintaining and modernizing our suite of Trace One applications. I have helped to improve the agility and predictability of the teams through leading and coaching. I've helped the teams to adapt an Agile DevOps culture with automation testing and automated delivery using Chef and Jenkins.

#### Agile Responsibilities:~

- ❖ Building & organizing of Scrum & Kanban teams
- ❖ Meeting with the Scrum Masters and Product Owners, guiding them in process improvements
- ❖ Occasionally acting as Scrum Master for cover
- ❖ Proposing alternative methods to Scrum Masters (e.g. Reinvigorating retrospectives or daily meetings)
- ❖ Cross team co-ordinations & communications
- ❖ Ensure Scrum Masters & teams define their DOD and work agreements
- ❖ Observing team ceremonies

#### Management Responsibilities:

- ❖ Manage communication with stakeholders
- ❖ Manage resource allocation
- ❖ Recruitment & team reductions
- ❖ Reporting & metrics
- ❖ Define and improve delivery processes
- ❖ Appraisals & goal setting

#### Achievements:

##### - Audit Application

I took over this project part way through and quickly identified areas that the co-located team could improve. The team heavily depended on other teams and were not properly tracking the blocks that were affecting them. I helped the team to track these external impediments, enabling them to be resolved much quicker. I also discussed with the Scrum Master about measuring story throughput as an alternative to story estimation and velocity monitoring. This worked really well for the team

##### - Spec & WF modernization

Built a distributed team using carefully chosen developers and PO from various other teams. This ambitious project involves the replacement of three complicated legacy applications, using the framework implemented with the Audit application.

##### - Multi Browser Migration

Managed a large migration project to make one of the core Trace One applications cross browser compatible. The site consisted of over 800 asp files, including a large recipe page that relied on Silverlight. The work for this was executed by a mainly offshore team, in two-week sprints with monthly releases. The project was delivered on time to respect some sensitive contractual commitments.

## EDUCATION

### Communication with Acting Skills

May 2019

### Process Communication Model

January 2019

### Scrum Master Certification (CSM)

#### Scrum Alliance

November 2018

### MCSD: Web Applications

2014

### Foundation Degree IT for eBusiness Distinction

Kingston University

2006-2008



Running



Gym



Cooking



Travelling



Brewing



Camping

## REFERENCES

References available on request

### Scrum Master

#### TRACE ONE | Software – Retail Business Management

Jul 2013 – Mar 2016

Scrum master for multiple teams on various types of projects, helping to drive the transformation from Waterfall to Agile. Built team metrics with SSRS reports using the TFS Warehouse data. These report dashboards helped the teams to identify areas that they could improve like predictability, they also gave a transparent view to anyone interested in the team's progress. I introduced "Walk the board" for the daily meeting to bring a more productive meeting.

#### Responsibilities:

- ❖ Organizing daily scrum & other ceremonies
- ❖ Acted as servant leader for multiple teams
- ❖ Ensure refinement, planning and estimation meetings are properly carried out
- ❖ Guiding the teams to improve their adaption of scrum
- ❖ Assisted PO with the management of the backlogs
- ❖ Created team metrics to monitor throughput and velocities
- ❖ Cleared team impediments
- ❖ Lead the team, helping with framework and product knowledge
- ❖ Coached the team to look inwards and identify ways that we could improve our efficiency and predictability

### Developer

#### Trace One | Software – PLM

Sep 2012 – Jul 2013

Trace One acquired the product that I worked on at Agentrics. I was able to move with the product to Trace One. With a different organizational structure, I continued working on the same enterprise application to deliver new functionalities and system improvements. I was also involved with integrations into other Trace One applications. C#.net, SQL, Wcf services, JS, asp, html.

### Junior Analyst Developer – Analyst Developer

#### Agentrics | Software – PLM

Nov 2009 – Sep 2012

Developing in C#.net and MVC3, JavaScript and JQuery, Asp, VB6, HTML, SQL 2008, Crystal Reports, Reporting Services, SSIS, xml, Analysis & Design, design documentation. Analysing issues and bug fixing.

### Developer (Security cleared)

#### RAF – Information Exploitation Team | Software – Various military applications

September 2008 – August 2009

- ❖ ASP and VB Script, HTML, CSS, JavaScript, Ajax, JQuery, SQL
- ❖ Gathering requirements
- ❖ Planning, designing and creating databases
- ❖ Migration of data from Access to SQL
- ❖ Meeting with customers to understand requirements
- ❖ Running projects from inception to launch
- ❖ Producing user manuals

### Plastering Business

#### SW Plastering

Jan 2000 – Sep 2008

Ran my own plastering business, including whilst studying, to fund my degree.

Further history available on request.