**Haibin Yu**

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**Lead Scrum Master - Agile Delivery Coach**

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| **Scrum/Agile Principles**  **Strategic Planning & Analysis**  **Professional Coaching**  **Quality Assurance**  **Lean and DevOps**  **Agile Team Leadership**  **Learning & Development**  **Product Management** | Accomplished and analytical professional with over 15 years of experience leading projects, developing solutions, and supporting various start-ups and FinTech.  Versatile in various of scaled agile/scrum methodologies – ***Scrum of Scrum, LeSS,*** and ***SAFe.***  Demonstrated success in planning and executing the agile implementation, designing and rolling-out strategic platforms, and delivering products on time and in line with the end users’ requirements.  Expert at leading and developing cross-functional teams and delivering end-to-end support to senior stakeholders throughout the whole project life cycle. |

**CAREER ACCOMPLISHMENTS**

* Implemented the Agile/Scrum framework and introduced the light-weight process across whole eFX franchise.
* Planned and implemented the department wide Agile transformation within a 200 people organisation.
* Managed the delivery of 24 consecutive monthly releases without rollbacks.
* Developed highly performing co-located teams to manage the complete Software Development Life Cycle by transferring required knowledge and skills.

**Professional Experience**

**Bó bank (RBS funded challenger bank) --- London** 02. 2019 - Present

**Lead Scrum Master / Agile Delivery Coach (Contractor) – Core Bank**

**Bó** is a digital only bank set up by RBS to challenge existing FinTech challengers like ***Monzo*** and ***Starling*** bank. Led by former COO of RBS, it has its dedicated office with start-up like style. It’s currently in testing stage and set to launch to public in late 2019. I was brought in to oversee the Core Bank function (Onboarding, Savings and Personal Current Account) as the Scrum Master and Agile Delivery Coach.

* Lead Scrum Master across three feature teams of 30 developers with Core Bank (Onboarding, Savings and Personal Current Account)
* Adopted tailored SAFe framework with Agile principles while remain flexible to allow different teams to have its own identity
* Facilitated Scrum of Scrum effectively to remove the blockers and manage dependencies across the bank
* Created transparency with programme level Kanban board and team level Scrum board with clearly articulated milestone objectives and sprint goals
* Led the quarterly programme level planning and retrospective for Core Bank with clear Epic and Themes, along with clearly identified cross-team dependencies
* Built strong relationship with Product Owners, CTO, COO and fellow Scrum Masters to promote **Bó** Agile Way

**Santander UK – Corporate & Investment Banking (SCIB) ⎯ London** 09.2017 – 01.2019

**Scrum Master / Global Agile Coach (Contractor) – eCommerce FX Technology**

Lead multiple teams to execute the development and delivery of MiFID II requirement for eCommerce FX with and through product management and development teams. Supervise and ensure product management and technology development in line with business demand. Create and promote a productive work environment by optimising the agile process. Spearhead various parties and ensure each party fulfil the contractual obligation which defined in the agreement.

* Met all set deadlines by delivering MiFID II requirements ahead of schedule.
* Doubled the velocity of development teams across Madrid and London offices
* Applied successfully system thinking across whole value stream with teams across Dev, QA, Tech Support, DevOps and PMs
* Saved cost and augmented staff performance by supporting collaboration between cross-functional teams across *Madrid* and *London* to accomplish set goals and achieve ONE team concept.
* Enabled the effective release management with both technology and business buy-in by delivering consultation support and through end-to-end implementation as well as strengthening DevOps model
* Trained and coached the Product Owners, Development Teams as well as senior stakeholders the Agile and successfully got their buy-in of the incremental product delivery

**J.P. Morgan ⎯** **London** 09.2012-08.2017

**Development Manager/Agile Coach – Senior Vice President (Intraday Liquidity Programme)** (07.2014 – 08.2017)

Led the development and delivery of Intraday Liquidity Programmes which provide senior management a real time view of the whole intraday liquidity position. Enabled the automatic calculation of firm’s intraday position, delivery of alerts in case of indicators and limits breach, and setting-up of a repository of information for management and regulatory reporting by designing and developing a dashboard. Administered all key affairs of the programme including development practice and planning across all regions, including London, Bournemouth, Mumbai, and Singapore. Steered team towards the development of data capture and management along with analytics and reporting.

* Accommodated end user with the delivery of innovative products with and through product management team.
* Engineered the continuous development environment by creating the effective Community of Practice and promoting the development of T-shape skills among Scrum teams.
* Streamlined operations across the regions by planning and executing the agile transformation using combination of scaled scrum methodologies – LeSS and SoS.
* Strengthened the decision making of the senior management by providing an application which highlight the real time liquidity position.

**Technical Lead/Scrum Master – Vice President (Derivative Core Processing Settlements)** (05.2012 – 07.2014)

Directed the team in driving a multi-year programme of change to design and deliver new Derivative Core Processing Platform known as well as migration from legacy applications. Created bank settlement system which integrated with other core applications and utilises the in-house messaging service based on JMS. Managed the complete software development lifecycle by providing technical design and directions to the applications. Ensured full adoption of Agile with other XP techniques by providing guidance to Scrum Teams as a coach.

* Achieved major milestone of STS retirement by successfully delivering the phase 2 of the DCPP on time.
* Secured fist position among 17 scrum team in the adoption of Agile methodology across whole DCP globally.
* Commended by both peers and top management for evaluating innovative approaches with the scrum team which rolled out globally.
* Planned and implemented the department wide Agile transformation within a 200 people organisation using home grown scaled agile – Scrum of Scrum.

**Goldman Sachs International ⎯** **London** 09.2007-05.2012

**EMEA Lead Developer (Capital Markets, Banking Technology)**

Created application in collaboration with front office IT and Capital Markets Technology team also supported front office business in primary issuance of equity, debt, and private finance. Generated technical designs, presented technical solution, and demonstrated product by conducting business analysis in co-ordination with front office business users.

* Lead developer on extending the firm's strategic platform for Equity issuance business - Deal Insight Equity. The platform was used on major deals like VISA IPO, Groupon IPO and many high-profile deals
* Rolled out external facing debt syndicate order entry web application in conjunction with business and end users which praised by external issuers and brokers including UK and Spanish Government Debt Offices.

Additional experience as

**Senior Analyst Developer** **of** **Structured Products (Fixed Income Rate and Currency)** at **UBS** (2006-2007)

**Consultant Developer** at **Inon** (2000 – 2006)

**TECHNICAL PROFICIENCIES**

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| **Technologies** : | Java, JavaScript, Swing, C#, JSP, Servlet, Ajax, ASP.NET, WCF, XML Schema, XSLT/XPATH, NAnt and Cruise Control, WebSphere MQs, Tomcat/Apache, Spring/Hibernate, TreeGrid, Sybase, Oracle, SQL, Perl, Sybase |
| **DevOps and Automation** : | Continuous Integration, Continuous Deployment, Jenkins, Ansible, FitNess, Cucumber, Unix Scripting, Perl |
| **Methodologies**: | Agile, Scrum, Lean, Kanban, DevOps, XP, Scaled Agile Frameworks (LeSS, SAFe, SoS)  Stakeholder Management, JIRA admin, Confluence, PRINCE2 |

**Education and Certifications**

**Certified SAFe4.0 Agilist | iCAgile Certified Agile Coach | Certified Scrum Master | Certified PRINCE2 Practitioner**

Computing Lab, University of Kent, Canterbury (Computer Science Entrance Scholarship)

**Master of Science in Computer Science (Distinction)**

Kent Business School, University of Kent, Canterbury

**Master of Business Studies (Upper 2:1)**

The People’s University of China, Beijing

**Bachelor of Arts in Economics (1st Class hons)**