russell@leidos.com (m) 07527 006240 (h) 01327 342460

**Profile**

* A seasoned Agile / QA professional with 20+ years of experience in bringing quality to software development, with a wide range of skills.
* Commercially aware and delivery focused Scrum Master / Agile Project Manager with hands-on practical experience in agile delivery methodologies.
* A natural servient team leader, experienced in leading multiple onshore and offshore teams in fast moving and challenging environments.
* Responsible for developing an agile based SDLC for a project team consisting of development resources in an implementation of large, complex technology and business oriented project. This includes the following;
  + - Organize and facilitate project planning, daily stand-up meetings, reviews, retrospectives, sprint and release planning, demos and other Scrum-related meetings.
    - Supporting and assisting the Product Owner, especially with respect to refining and managing the product backlog.
    - Track and communicate team velocity and sprint/release progress
    - Building a trusting and safe environment where problems can be raised without fear of blame, retribution, or being judged, with an emphasis of healing and problem solving
    - Maintain process documentation.
    - Ensure the development teams are practicing the core agile principles of collaboration, prioritization, team accountability, and visibility.
    - Update agile tracking systems to provide transparency on Product & Sprint Backlogs.
    - Recommend improvements and assist in changes to best practice.
    - Support the external program / project managers as necessary.
    - Assist with internal and external communication, improving transparency, and radiating information.
    - Assist team with making appropriate commitments through story selection, task definition.
    - Identify and remove impediments, prevent distractions that interfere with the ability of the team to deliver the sprint goal.
    - Facilitate discussion and conflict resolution.
    - Empower the teams to self-organize.
    - Improve the productivity of the teams in any way possible.
    - Ensure the team strives to make each increment of functionality a potentially shippable product.
    - Maintain relevant metrics that help the team see how they are doing.
* An influential, Software Delivery Consultant and Agile coach, responsible for the managing/coaching/training/mentoring of existing development managers/leads on this methodology as it is implemented and used during the project development life cycle;
  + - Agile Project manager when necessary that takes responsibility for managing dependencies between our team and third parties or between our team and other scrum teams.
    - Coach and mentor other scrum masters in our product team. Ensure that our ways of working are consistent across the teams.
    - Liaise between the developers and User Experience/Visual Designers. Foster better communication between the disciplines.
    - Strengthen the presence an agile centre of excellence. Actively contribute to the company’s Agile and Lean Community. Keep the rest of the company network aware of our activities.
* Can demonstrate extensive knowledge and experience of the full software development lifecycle (SDLC) together with proven success in the implementation and management of modern Agile development methodologies (Scrum / TDD / BDD / DSDM) and best-practice processes to drive efficiency, accuracy and repeatable success in short, iterative cycles.
* Have excellent manager, testing, technical, presentation and documentation skills and proven experience of defining and implementing structured process and practices to improve staff performance and overall team efficiency.
* Client relationship management with excellent experience in product delivery, feature request management, release management, implementation management as well as practical experience in continuous delivery (CD) and continuous integration (CI).
* Track record of increasing responsibility in test design, test analysis, test development and full software development lifecycle (SDLC) together with proven success in the implementation and management of modern Agile development methodologies and best-practice processes to drive efficiency, accuracy and repeatable success in short, iterative cycles.
* Hands on experience in leading all stages of system development efforts, including requirements definition, design, architecture, testing and support above and beyond that of the job position.
* Determined to re-initiate and re-vitalise any processes or practices that have become vapid with established and modernised ideas.
* Succeeded in bridging the gap between both business users and technical staff by providing coherent integrated presentations.
* Full Test Automation professional, experience in coding own test automation frameworks and RIO studies on all available automation / test tools.

**Capabilities**

**Technical Skills:**

* Building Quality and QA processes into projects from the ground up, Agile or Waterfall methodologies.
* Creation and management of Agile on-site and off-shore QA teams.
* Client relationship management (feature request, release and implementation management).
* Stakeholder relationship management at all levels.
* Coaching, mentoring and training of team members (technical skills and soft skills).
* Manual, Automation (TA frameworks), Exploratory test consultancy.
* Software Development Reporting, Defect Tracking Reports, Stakeholder Reports.

**Core Skills:**

* Agile Project Management - Project Planning, Business Impact Analysis; Research & Development; Risk Assessment; Cost Benefits Analysis.
* Agile Scrum Master / Digital Delivery Manager.
* Specialist in Test Automation.
* Software Quality Assurance professional
* Agile - Scrum, Lean, Kanban, LeSS, GDS, SAFe, DSDM, Exploratory testing, Session Based testing.
* Waterfall - V-Model, Reviews, Inspections, System Test, Functional Test, User Acceptance Test, Interface Testing, Usability Testing, UAT, FAT, SAT).

**Business Sectors**

* Information Technology 30 years Test Automation 20 years
* Local Government 20 years Police 10 years
* Health 15 years Commercial 15 years
* Test Training 15 years Test Management 15 years

**Platforms:**

UNIX (Solaris, HP-UX), Microsoft Windows operating systems from 95 on including Windows 10 and Windows 2015 servers, Linux (Red Hat, SUSE), Sun SPARC, Mac OS, VMware (Esx, sphere), WebSphere, Oracle, SQL Server, Azure.

**IT Languages:**

Python, HTML, Perl, PHP, C# .Net, SQL, XML, DXML, SOAP, REST.

**Tools:**

Robot Framework, JIRA (administrator), TFS (administrator), Mercury Quality Centre, QTP, Test Director, Selenium, Rational Robot, T-Plan, Thoughtworks Mingle, Watin, Odin Axe Automation framework (MSVS, Selenium, QTP, Test Director, Watin), RRAFS framework, Azure, Virtual Machines, Microsoft Office, Microsoft Project, and Microsoft FrontPage®, SoapUI, Jabber, Skype etc.

**Professional Experience**

Leidos, Coventry

**Scrum Master, Agile Project Manager, Test Manager, Digital Services Manager, Agile Mentor**

Accomplished servant-leader capable of delivering large scale software development projects on time and budget by effectively collaborating, facilitating, leading and coaching multiple Scrum teams using expertise in a number of roles, Agile, Project, Test and Release management. Also experience in systems architecture and design as well as setting up Continuous Integrations (CI) and Continuous Delivery (CD).

Lockheed Martin, Coventry 2012 – 2016

**Head of Testing / Scrum Master / Test Manager**

Responsible for managing a team of QA test analysts / test managers to quality check test deliverables throughout the test life cycle using Automation.

KPI and SLA statistics, best practice adherence and document quality verification.

Creation of QA execution design documentation, resource planning and live testing verification.

Production of best practices within testing and Agile / Waterfall SDLC.

The Yews IT Ltd, Various Locations 2010 – 2012

**Agile Coach / Test Automation Consultant / Development Manager**

Coaching development teams with view to produce quality software using agile methodologies. Transition teams from Waterfall processes to better agile approaches.

Develop agile based SDLC for new software development organization creating necessary standards, tools and best practices in a clearly document form.

* Building a trusting and safe environment where problems can be raised without fear of blame, retribution, or being judged, with an emphasis of healing and problem solving
* Ensure the development teams are practicing the core agile principles of collaboration, prioritization, team accountability, and visibility;
* Update agile tracking systems to provide transparency on Product & Sprint Backlogs;
* Recommend improvements and assist in changes to best practice;
* Assist team with making appropriate commitments through story selection, task definition;
* Identify and remove impediments, prevent distractions that interfere with the ability of the team to deliver the sprint goal;
* Facilitate discussion and conflict resolution;
* Empower the teams to self-organize;
* Ensure the team strives to make each increment of functionality a potentially ship-able product.
* Maintain relevant metrics that help the team see how they are doing
* Coach and mentor other scrum masters in our product team. Ensure that our ways of working are consistent across the teams.
* Liaise between the developers and User Experience/Visual Designers. Foster better communication between the disciplines.
* Act as a project manager when necessary. Take responsibility for managing dependencies between our team and third parties or between our team and other scrum teams.
* Strengthen the presence an agile centre of excellence. Actively contribute Agile and Lean Community.

Creating Automated Testing libraries with a number of different testing tools to suit the customer. Designing and developing test automation framework as part of functional and web service testing using Odin Axe and Selenium (Java and .Net versions). Producing and executing regression packs against Skills Funding Agency latest releases. Documenting Use Case issues, regression pack incidents and also implementation of any change control items that arise. Designed and implemented enhancements to the automation framework to give a better return on investment. Offered feedback and suggestions for manual functional testing.

Northgate IS, Nottingham 2009 – 2010

**Principal Test Consultant (Test Manager, Scrum Master, Test Lead)**

Installed within an agile development team and charged with Scrum master and the managing of the on-shore and off-shore testing teams. Initiated the implementation of a Mingle agile management software server and the creation of development daily stand-up, charts and reports. Reporting of risk and impact assessments reports to senior management.

Supervised the developing, maintaining and streamlining of feature / system test suites as per the agile user stories. Responsible in producing performance tests for product throughout its lifecycle and recommended changes to the software design. Introduced a number of best agile practices and mentored these processes to their conclusion. Instituted communication software for better interaction between the teams. Built Automation framework for the product under test, hand in hand with development to allow any amendments to the product infrastructure to be reflected immediately into the automation test suite using Odin Axe (Visual Studio, .Net) and QTP. The day to day planning and the managing of both on-shore and off-shore test teams, UAT, FAT, and implementation.

*Key Contributions:*

* Managing on-shore and off-shore test teams (10)
* Technical project co-ordinator, initiating design focus and test strategy.
* Defining a test data strategy, test templates and Quality Management system for QA group
* Implementing Capability Maturity Model Integration (CMMI) for the QA group
* Maintaining and implementing testing tools for the QA group – Quality Centre, QTP, Ex VMWare
* Test Automation Tools – Odin Axe (Visual Studio .Net), Quality Centre, QTP
* Maintaining and implementing tools for the whole development team - Mingle, Jing, Openfire / Spark, SVN, VMware

Northgate IS, Nottingham 2008 – 2009

**Principal Test Consultant (Test Manager / Team Lead)**

Supervised release testing for new applications; provided final approval for bug-free, fully functional commercial solutions. Oversee recruiting, training, resource allocation, and employee assessment functions. Built and mentored cohesive, qualified teams committed to meeting schedule and budgetary needs. Initiated an Automation framework for a number of products under test and thus saving a vast amount of budget and resources in the process.

*Key Contributions:*

* Technical project co-ordinator, initiating design focus and test strategy.
* Defining a test data strategy, test templates and Quality Management system for QA group
* Initiated automated test frameworks for a numbers of projects.
* Implementing CMMI for the QA group
* Maintaining and implementing testing tools for the QA group – Rational Robot, Selenium, Watin, Odin Axe, T-Plan.
* Setup and maintained Wiki for the QA group
* Constructed Test Laboratory for projects using VMware Esx infrastructure.
* Undertook interviews for staff recruitment
* Team lead for on-shore and off-shore test teams

Northgate IS, Nottingham 2006 – 2008

**Senior Test Consultant / Principal Test Consultant**

* Completing the ISEB Practitioner course material through to ISEB accreditation.
* Test managed a small team of testers
* Undertaking test consultancy, testing health checks, test strategies, etc.
* Setup from scratch a number of projects that had very or no QA defined procedures/processes.
* System and User Acceptance testing in Agile (Scrum) development environment
* Defining test approach within iterative software delivery process
* Creating and running test scripts, recording and tracking defects.
* Uniface, SQL, Windows 2000, Web applications, system integration
* Test Automation using Rational Robot and RRAFS framework

Northgate IS, Bristol 2004 – 2006

**Test Consultant / Senior Test Consultant**

* Completing the ISEB Foundation accreditation.
* Setup and defined QA procedures/process for a non-tested product.
* System and User Acceptance testing in Agile (AUP) development environment
* Defining test approach within iterative software delivery process
* Creating and running test scripts, recording and tracking defects.
* Uniface, SQL, Windows 2000, Web applications, system integration
* Test Automation using Rational Robot and RRAFS framework

Northgate IS, Dunstable 2003 – 2004

**Test Consultant**

* Data Warehouse testing.
* Running a small Team of testers
* System testing in Agile (DSDM) development environment
* Manual and automation using Mercury Quality Center; Mercury Quick Test Professional
* J2EE front end, Oracle 9i / 10g backend
* SQL Developer, Windows XP, extensive use of Excel.
* Data Migration; testing of both the number of migrated records and data quality
* Creating test plans, and test execution. Fault resolution including re-test. Using Quality Center and monitor test progress.
* Clients-Server, Windows 2000

|  |  |  |
| --- | --- | --- |
| Northgate IS, Hemel Hempstead | **Senior Test Analyst** | 2000 – 2003 |
| MDIS PLC, Hemel Hempstead / Europe | **Senior Technical Consultant** | 1997 – 2000 |
| King Khalid Hospital: Saudi Arabia | **Senior Technical Specialist / PM** | 1994 – 1997 |
| McDonnell Information Systems: London | **Senior Technical Specialist / BA** | 1986 – 1994 |
| Marathon Oil Ltd: London | **Technical Support Advisor** | 1985 – 1986 |
| Tullett & Tokyo Forex | **Foreign Exchange Trader** | 1984 – 1985 |

**PROFESSIONAL QUALIFICATIONS AND COURSES**

* ISEB Foundation Certificate in Software Testing
* ISEB Practitioners’ Certificate in Software Testing
* Odin Axe accreditation (test automation tool)
* Certified Scrum Professional (Scrum Alliance)
* Scrum Master Certification (Scrum Alliance)
* Product Owner Certification (Scrum Alliance)
* Agile Development
* Agile Testing
* Kanban
* Lean
* SAFe
* Security in the workplace
* Test Automation
* Train the Trainer
* Unix System Support (Hardware/Software).
* MCSE accreditation Windows, Windows Server., MS Exchange Server
* Sun Solaris administration.

**EDUCATION QUALIFICATIONS:**

* BSc (Hons) 2:1 in Economics at the University of London (LSE).
* 4 A Levels; 9 O Levels.
* Security Clearance: “SC” level in August 2011
* CRB check: Completed with no recorded history in 03/2016
* Disclosure Scotland Completed with no recorded history in 02/2016

**INTERESTS:**

* Golf, Tennis, DIY. Web Site design, Designing Test Automation tools, Forex markets.
* Chairman / Coach of the Northampton Town Multi-Disabled Football Club.