# Augusto César Martins Barbosa, 33

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**DOB:** 10/15/1991

**Driving license:** Yes

**Nationality:** Brazilian

## Education

- Master of Business Administration (MBA) in People Management by University of São Paulo (USP) - **In Progress - Expected Graduation: December 2025**
- Computer Information Systems, graduated by Pontifical Catholic University of Campinas (PUC-CAMP) – **2012 - 2016.**
- Information Technology technician by Unicamp's Technical High School from Limeira (COTIL) - **2007 - 2009.**

## Work Experience

- **People Manager - adidas GBS Porto - [www.adidas.com](www.adidas.com) - July/2024 - Current**

  - Lead and manage a diverse team to achieve project goals and meet deadlines.

  - Develop team strategies, set objectives, and align with organizational goals.

  - Foster a collaborative and inclusive team culture, encouraging innovation and feedback.

  - Mentor and coach new team members, supporting their professional growth and skill development.

  - Oversee performance evaluations and provide constructive feedback for continuous improvement.

  - Manage conflict resolution and mediate challenges to maintain a positive work environment.

  - Drive talent acquisition efforts, contributing to hiring and onboarding processes.

  - Ensure efficient resource allocation and prioritization for optimal team output.

  - Promote employee engagement, well-being, and retention through personalized support and recognition.

- **Senior Agile Expert - adidas GBS Porto - [www.adidas.com](www.adidas.com) - October/2022 - Current**

  - Acting as the team lead and subject matter expert in our Porto hub, helping the team manage

and face the challenges as a single team.

- **Agile Expert - adidas GBS Porto - [www.adidas.com](http://www.adidas.com) - October/21 - September/22**
  - Acting as a facilitator and an active Scrum Master for Value Streams and Product Teams in their way of working, and also in the Programs & Products Interaction;
  - Supporting Product Owners to handle the Product Backlogs from the research & discovery phase, also during the backlog refinements sessions, and the planning and execution phases as well;
  - Upskilling Product Owners and team members in the way of working Agile, the tools, and processes that are being used at the company; Also mentoring Aspiring Agile Experts;
  - Helping the product teams to plan their work according to the team capacity and also based on the team velocity;
  - Reporting the progress and track of the Waves and its Sprints within the program/project timeline;
  - Ensuring the understanding and value activation of the Agile way of working to the team members, supported by Teams' and Product's frameworks;
  - Led the implementation of the Lean Dependencies Management process within our big TRANS4RM program, since the ideation, supporting the correct usage, and providing KPIs to the central PMO team;
  - JIRA and Confluence point of contact;
  - Helping to spread the Lean and Agile words through the tech and non-tech parts of the organization;

- **Agile Coach - Farfetch - [www.farfetch.com](http://www.farfetch.com) - September/2019 - Current**
  - Management of portfolio initiatives and their dependencies between the involved areas, also gathering and analyzing the metrics related;
  - Data-driven to help the areas, since gathering and cleaning, normalizing and categorizing the data and transforming when possible to support them in their decision making and clarifying the whole process to help in bottlenecks' identification, using tools like Excel and Looker;
  - Training and formations about Agile concepts and principles and about managing and optimizing the flow at teams and portfolio levels;
  - Preparation and facilitation of workshops and events to promote the discussion about strategic themes/key scenarios focusing on the collaborative way and the creation of action plans with follow-up and support to achieve the objectives within the estimated dates;

- Inserted in different contexts like Data area, teams focused on the product development to final customers (platform and experience deliverables) and also in the release to production, linked to architecture and foundations areas;

- Helping Data Science, Engineering, and Product to reach synergy as a unique team and to have deliveries as often as possible with high levels of efficiency and efficacy;

- Keep and maintain agile communities with agile ambassadors, mentoring and driving discussions with team members from different teams to be focal points and developers from the Agile culture inside the teams;

- **Enterprise Agile Coach at DASA -** [www.dasa.com.br](www.dasa.com.br)

    March 2019 - July 2019

    - Direct support in Digital Transformation in DASA, mapping of journeys to be transformed, and use of design thinking techniques to propose new products and solutions;

    - Responsible for the dissemination of Culture and Agile Mindset within the company (not only within the IT area but also in HR, Financial, and Marketing, among others), working in Agile CoE (Center of Excellence Agile) and Strategic Planning and Cultural, ensuring the implementation and consolidation of agile practices in the day to day;

    - Coach for Scrum Masters, Agilists, and Times / Squads, suggesting techniques and improvements oriented to process improvement and agile metrics;

    - Conducting and facilitating Workshops and Training for all audiences of DASA employees as well as Forums for the Agilists and Product Owners of the company;

    - Planning for the development of Scaled Projects / Products (Scaled Agile), with the performance of two or more teams and two or more products involved;

    - Organization of events, such as hackathons and external training;

    - Frameworks, approaches, and tools used: Scrum, Kanban, SAFe (Scaled Agile Framework), Sprint Design, Agile Metrics, Business Indicators (OKRs, KPIs, OERs), and DevOps and NoOps culture practices;

- **Scrum Master / Agilist at DASA -** [www.dasa.com.br](www.dasa.com.br)

    October 2018 - February 2019

    Scrum Master working in agile squads that develop related products focused on the end user and the digital transformation of all the company DASA.

    Coach and facilitator to the Dev team, PO, and other members involved in the projects.

    Guaranteeing that the squads and other members follow the methods and pillars of agile and scrum. Using concepts of Design Sprint, Design Thinking, and Lean Inception. Capacitating the members about the usage of Jira, Confluence, Kanban, and Lean practices.

Tracking KPIs and SLAs and planning action items to keep the deliveries with quality and improving every sprint or cycle.

- **Technical Support Specialist  at Addee/SolarWinds MSP - [www.addee.com.br](www.addee.com.br)**

  May 2018 - October 2018

  Working directly on growing an agile support technical team from device managing with MSP's products. Using the principal concepts of ITIL, Service Desk, SLAs, and the new concept of MSP.

- **Leader / Scrum Master at CI&T - [www.ciandt.com](www.ciandt.com)**

  January 2014 - April 2018

  Team/squads manager of agile development of projects based on Lean, Scrum, and KANBAN and systems support based on ITIL.

  Responsible for team leadership, agile process assurance, control and assurance of technical and business SLAs, quality of solutions, allocation of team activities, preparation and prioritization of activities.

  Direct contact and excellent relationship with the client, being responsible for refining the prioritized demands and taking them to the team for planning and development of the activities, guaranteeing entry into production according to the criteria of acceptance, and direct participation in the production process assisted.

  Acting in large contracts and of different branches such as Louis Dreyfus Company, Alelo, Honda Automobiles, and Honda Motorcycles of Brazil.

  Coach the teams (internal and client) to create a culture of collaboration, decision-making focused on maximizing the value to the customer, and generation of new ideas/mobilization of the necessary areas.

- **Support Analyst (N1 and N2) at CI&T - [www.ciandt.com](www.ciandt.com)**

  July 2011 - December 2013

  Support analyst in Honda systems that involves all the production processes from Honda Auto and Motors from Brazil. From the small production with billing in the SAP platform, going by the sales and the cars and motors licensing Brazilian systems, finishing with the more important department to Honda -  the after-sales service.

  Supported Technologies: Java, Genexus, AS400 (iSeries IBM System), COBOL, SQL Server, and government interfaces.

- **Internship at CI&T - [www.ciandt.com](www.ciandt.com)**

February 2013 - December 2013

Support analyst L1 and L2 in back office systems from Arcos Dourados (McDonald's of Brazil).
Direct contact with managers from the restaurants and the IT responsibilities and system users.

Supported Technologies: PL/SQL Developer, Oracle e Crystal Reports, HTML and CSS.

## Qualifications and Complementary Activities

- Professional Data Engineer - DataCamp - **2024**
- Manager Development Experience (MDE) @adidas - **2023**
- Kanban System Design (KMP I) - **2023**
- Google Data Analytics Specialization - **2022**
- IBM Data Science Specialization - **2021**
- Kanban Systems Improvement (KMP II) - Kanban University - **2020**
- Professional Agile Coach - Agile Institute Brasil - **2019**
- Management 3.0 - Happy Melly One - **2019**
- Scrum Fundamentals Certified by ScrumStudy - **2018**
- ITIL V3 Foundation certified by EXIN - **2012**
- Portuguese - Fluent - Native
- English - Advanced
- Spanish - Advanced
- Computers' Manutention and Network course at SOS Computadores - Indaiatuba/SP
- Cofounder from the "Partida de Futebol" - http://fb.com/Partidadefutebol - Indaiatuba/SP - **Since August 2017**