Product Owner

* Accountable for product vision, goals, ROI of product
  + Leads the product vision
  + Leads the product prioritization (user stories and epics)
  + Responsible for epics, **user** stories – user behavior and interactivity
* Accountable for Product Backlog - Build product roadmap - gets inputs from customers, product team including EMs to build roadmap
* Final decision maker on what needs to be implemented, to achieve. Focuses more on what than how.
* Responsible for release date, scope and cost
* Develops and maintains OKRs and QPPs and corresponding data/metrics
* Owns communication (including written, oral, demos and others) with stakeholders and partners
* Conducts customer research and insights
* Solicits Customer and Stakeholders feedback
* Stay up to date on industry news and development

Scum Master

* Accountable to remove impediments for the Scrum Team. Reduce interference from internal and external factors outside the sprint plan
* Challenge the scrum's preconceptions about blockers and speed of delivery(covered above)
* Drive the culture and process, protecting the team and helping team focus on completing committed work
* Facilitate sprint ceremonies like sprint planning, backlog refinement, daily standups, sprint demos and retro
* Monitoring the progress of the sprint
* Helps team estimate and increase velocity
* Promotes continuous communication
* Motivates the team
* Responsible for optimizing the productive capacity of the engineering team by deepening the team's agile practices
* Measure the Say/Do ratio of the team's capacity estimation by tracking the trend of: the number of stories carrying over from last sprint to this sprint / the number of stories the team committed to last sprint

Team Member

* Accountable to gets the work done and escalate to EMs for technical difficulties
* Responsible to contribute to continuous improvement by consistently delivering products that go above and beyond expectations.
* Responsible to write technical stories (infrastructure standup, maintenance)
* Partner with EMs on technical stories and POs on user stories - take ownership of the prioritized stories: provide inputs on blockers, impacts down the line, what is feasible or cannot be delivered?
* Bring any decision that you are making that might impact the delivery of the work in the standups
* Collaborate with other team members to accomplish the assigned task. Include EM for technical issues and POs for user stories
* Give input on how to make feature better / what feature functionality team should build
* Partner within team to train up team members and become a more cross functional team.

Engineering Manager

* Accountable to remove technical blockers
* Accountable for technical stories in product backlog
* Responsible for building engineering team skills and managing technical debt, as part of the product's maturity
* Responsible for career development / planning for TMs
* Give input on how to make feature better / what feature functionality team should build
* Do regular 1:1 and provide coaching mentoring to upskill to team members reporting to them
* Stay fresh with tools and technology team is using
* Stay up to date on industry news and development
* Plan and manage budget financials
* Do performance evaluations and feedback to TMs
* Recruit and hire new team members and CW
* Plan training for other TMs
* Measure reduction of technical debt by balancing BAU vs. Service Delivery