**Head of Agile**

Reporting to Group CEO

Europe's leading online grocery delivery service. Using world-leading technology & logistics to deliver a huge range of quality products in only 2-3 hours. The world needs a better food system, one that is more sustainable, more inclusive and which brings healthier and more personalised food to all. Rohlik Group is leading this change.

**Department Overview**

We have started an agile transformation at the end of 2020, with the aim to make Rohlik even faster and more flexible in bringing innovation to our customers and efficiency to our business.

Rohlik Group consists of two main organizational parts. The first part, local businesses alias Countries (Rohlik.cz, Kifli.cz, Gurkerl.at, Knuspr.de and others to come) are in charge of operating and running the business and most of all, pleasing our customers. The second part - Rohlik Skillz, is the agile part of the business and an international entity that is in charge of delivering innovation and improvement to our processes and systems.

Rohlik Skillz currently consists of five tribes with 14 squads, each having its Product Owner and dedicated squad members. Squads are supported by five agile coaches. The agile approach we introduced in Rohlik is based on the combination of standardized agile methodologies (Scrum,

Kanban, Less, Spotify model), common sense and business needs. Company goals and alignment is done through yearly and quarterly OKRs. The OKR framework has been with the company for several years now and the OKRs are set and aligned on regular QBR sessions.

Being agile is not a goal for us, it is a tool to have better, faster and stronger business and happier customers. In reality it means that agile does not pace our business, but the business drives the pace agile.

**Role Overview**

The Head of Agile (HoA) is a crucial role for evolving how agile works in Rohlik and for Rohlik. The HoA will take care and own the methodology, management of agile coaches, OKR framework and QBR process, if all of that is even possible :). We expect the HoA to be constantly looking for how to improve and evolve these areas and will make sure the improvements hit the ground running.

**What we expect from you**

● Evolve and enhance the agile framework accordingly with business needs (expansion to new countries, growth of agile teams etc.)

● Set a vision and prepare a roadmap for the next agile transformation evolution ● Make sure the vision happens

● Own the OKR framework - make the company OKRs driven

● Keep OKRs in mind of everyone in the company and make sure they are up to date ● Lead the QBR process

● Regular reporting and alignment with the Group CEO

● Improve the company through knowledge-sharing, mentoring and coaching by offering new perspectives, possibilities and insight (in your area of expertise)

● Leading and managing the team of squads’ agile coaches

● Ensure of their performance and proper skillset

● Evolving them systematically

● Create an atmosphere where people feel motivated and have opportunities for personal growth

**What we look for**

● Strong business acumen

● Deep understanding of agile methodologies, principles and of OKRs methodology ● Demonstrated track record of creating a vision, gaining buy-in and managing execution when getting agile

● Experience with C-suite level stakeholder management

● Experience with building and managing team of agile coaches

● Drive to constantly change and improve things

● At least 2-3 years of experience as a Senior Agile Coach or Agile transformation lead ● Experience with agile transformation

● Strong interpersonal skills (conflict resolution, giving feedback, etc.)

● An energetic, enthusiastic and passionate personality

**KPI’s**

● Fulfilment of squads’ OKRs at +80 %

● Satisfaction with QBR and QBR process at +80 % satisfied or highly satisfied participants ● Satisfaction with ACs at +80 % among POs

● Satisfaction with Agility among squads and Rohlik leadership team at +80 %

**What we offer**

● A direct impact on the company's results and culture

● We implement all good ideas immediately – not waiting for the approval of the headquarters somewhere in the world

● You will not be bound by corporate processes or rules

● An innovative and meaningful work as we do not want to follow trends, but set them ● Last but not least, we offer a fair reward and the possibility of professional growth and education, also a great bunch of people and legendary team events

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