COVENTRY Building Society	ROLE PROFILE
	Release Train Engineer

Reports to:	Senior Practice Manager		
Grade:	Senior Manager	**Job Family:**	Change
Leadership Responsibility:	Direct Reports: 0 Indirect Reports: 100+	**Regulatory Information:**	Not Applicable
Location:	Binley, Coventry. Team-led hybrid working arrangements apply.	**Working hours:**	35
Effective Date:	15.02.2024 (v2)	**WD Job Code:**	JC_0727

ABOUT THE ROLE

Release Train Engineer (RTE) is primarily accountable for the orchestration and delivery of multiple change delivery initiatives, leading teams within the ART to continuously optimise and improve the delivery of significant prioritised business outcomes and to demonstrated continued performance.
Accountable for ensuring a relentless focus on realising outcomes as efficiently and effectively as possible encouraging the ART to effectively use Agile Practices, Values and Frameworks to deliver.

The RTE will maintain positive colleague and team engagement and experiences, by creating an environment that facilitates positive team health as well as guidance, to ensure focus on value-based delivery.

The RTE role will also participate in the Lean-Agile transformation, coaching leaders, teams, and Scrum Masters in the new processes and mindsets. You will manage and optimise the flow of value using various tools, agile management practices and DevOps ways of working. Additionally, you manage effective ART ceremonies and practices, such as PI Planning, ore and Post PI Planning Coach Sync, PO Sync, System Demos and Inspect & Adapt ensuring they deliver expected outcomes that drives relentless improvement.

ABOUT YOU

- You are an expert agile practitioner with clear appreciation and experience of agile scaling frameworks.
- You can demonstrate the ownership of delivery outcomes and continuous improvement of Train performance.
- You enjoy being a people developer and coach - demonstrable experience of building and developing high performing teams.
- You are a confident stakeholder manager with experience of working with and influencing internal stakeholders, at all levels of the organisation, as well as external stakeholders, and provisioned resources from partner organisations.
- You are an experienced facilitator ensuring every ART ceremony will deliver the expected outcomes.
- You demonstrate the ability to listen to and take in ideas from your team and stakeholders that can add value and success to the overall project.
- You are a person of integrity that recognises conflicts and issues early and enables the right conversations toward a solution.
- You find solutions to delivery problems and issues, Identifying and mitigating risks & dependencies at a train level, proactively contributing to management & identification of risks at a Portfolio level.
- You are an experienced multi-tasker who has no problem juggling multiple tasks and can deliver on time.
- You are able to shield the team from external interference create the space for optimal productivity and delivery.
- You are an accomplished communicator able to deliver clear succinct messaging to all levels of the organisation.
- You are an excellent negotiator and can work with multiple parties to achieve alignment.

REQUIREMENTS:

- Significant program management and technology delivery experience, relating to major IT and/or Business programs.
- Experience across Agile and adaptive delivery models and mindsets
- Working knowledge of DevOps framework
- Track record of operating effectively and delivering consistent results in a large complex business
- Proven stakeholder management and communication skills, working with and influencing internal stakeholders, at all levels of the organisation, as well as external stakeholders, and provisioned resources from partner organisations.
- Strong servant leadership skills and experience in delivering large programs of medium to high complexity.
- Experience in delivery of large and complex programs of work, in a financial services context, coupled with a track record of systems thinking with the ability to understand the entire flow of value.
- You have a proven track record of successfully coaching, supporting and guiding large teams to help them grow and deliver value.
- Experience of managing effective ART ceremonies and practices, such as PI Planning, ore and Post PI Planning Coach Sync, PO Sync, System Demos and Inspect & Adapt ensuring they deliver expected outcomes that drives relentless improvement

YOUR KEY RESPONSIBILITIES. (Additional detailed performance objectives will be set by your manager)	
General Profile	- Accountable for the orchestration and delivery of multiple change delivery initiatives, leading teams within the ART to continuously optimise and improve the delivery of significant prioritised business outcomes and to demonstrate continued performance. - Own issues and blockers that hinder the trains progress, removing or escalating them until fully resolved allowing the train to work more efficiently. - Accountability for understanding resource availability in the train to enable delivery of effective outcomes etc. providing input on resource planning to address critical bottlenecks and support recruitment/skills plan. - Develop deep working relationships with several cross functional teams, while operating in a complex stakeholder environment across multiple lines of business - Facilitate execution across a diverse set of Agile development teams to ensure strategy and execution alignment. - Act as the escalation point for dealing with issues, risks and removing bottlenecks/impediments. - Collaborates with Product Managers, Product Owners and Business owners and other stakeholders to ensure a maintained and well-defined back log that aligns with business strategy. - Lead and track the execution of features, capabilities, and value for the Agile Train, ensuring the ART meets the definition of done. - Management of effective ART ceremonies and practices, such as PI Planning, ore and Post PI Planning Coach Sync, PO Sync, System Demos and Inspect & Adapt ensuring they deliver expected outcomes that drives relentless improvement. - Coach leaders, teams, and Scrum Masters in Agile practices and mindsets and promote a collaborative team environment and continuous improvement culture. - Aggregate the programme release objectives into value streams release objectives where they exist and publish them for visibility and transparency. - Supports economic decision making for epics, working with the DMO on program execution, financial analysis, and operational excellence to support preparation of appropriate reporting, whilst continuously seeking to improve operational effectiveness and cost efficiency with commercial awareness
People & Relationships	You will: - Work closely with the Product Managers, Portfolio Managers, Product Owner(s), SBA Release Train, DMO and the Agile Team(s) to ensure the execution of features and capabilities. - Work with internal stakeholders and external partners, responsible for liaising with and effectively influencing internal stakeholders, as well as external stakeholders, and provisioned resources from partner organisations. - Supports Practice in coaching and personal development providing timely and effective feedback to drive performance and address underperformance within trains and teams (including those of external suppliers) - Liaise with multiple stakeholders across the organisation to identify business priority and technical dependencies to have a strong knowledge of organisational activity leading to viable and valuable release and sprint plans. - Build strong liaisons between Scrum teams and other key stakeholders, including Product Owner(s) Epic Owners and other invested communities. - Be passionate about continuous improvement and value delivery, helping teams focus on identifying opportunities to improve flow and delivery through the Agile Release Train

Governance, Risk & Controls	You will: ▪ Ensure appropriate controls in place to mitigate, balance, control risks. ▪ Excellent knowledge of measuring value and value realisation across multiple teams ▪ Knowledge of implementing and utilisation of the appropriate tools and approach to maximise development throughput. ▪ Measuring and improving value and ensuring that product and sprint goals and quality expectations are captured and met. ▪ Helping tracking progress of features and improvements through development, across the release train
Impact, Scale & Influence	You will: ▪ Demonstrate Strong negotiation and influencing skills. ▪ Act as a trusted advisor, with proven experience in presenting ideas and solutions to stakeholders. ▪ Guide team(s) to work at an optimal pace. ▪ Acts as an ambassador for Agile principles and Manifesto across the Society. Supports the promotion, education and understanding of Agile Practices, Values within multiple and complex Scrum Teams and across the wider change landscape. ▪ Being a proactive advocate for the Agile Community of Practice, helping to engage and create a vibrant community with the mission of embedding and enhancing agile change within the organisation
Decision Making / Problem Solving	You will: ▪ Actively shape and contribute to the wider sharing of best practice and learning across the Society. ▪ Use metrics to prompt discussion and enable the team(s) to inspect and adapt, with the aim of improving the flow of work and delivery time. ▪ Critical thinking to analyse complex situations and coordinate multiple people and teams to help identify solutions. ▪ Help identify, unblock, and coordinate blockers and dependencies between teams within Agile Release Train, and as appropriate across trains and portfolios.
Comparable Roles	Programme Manager