



POSITION DESCRIPTION

Australian Broadcasting Corporation

Label	Description
Position Title:	DELIVERY COACH
Position no:	50062131
Team:	[Product & Content Technology
Department:	Group Product
Location:	Ultimo
Reports to:	MANAGER DELIVERY COACHING 50028566
Classification:	[Technologist]
Schedule:	[Schedule A]
Roster cycle	[Non-Rostered]
Band/level:	Band 8
HR Endorsement:	31/08/2021

Purpose

Empower teams and stakeholders to collaborate effectively using agile and lean techniques to deliver strategic outcomes.

Key Accountabilities

- Coach individuals, teams and business stakeholders of all levels to help them reach their goals, encouraging autonomy, resolving conflicts and supporting growth of individuals and teams in line with business objectives.
- Facilitate highly specialised agile ceremonies, meetings and workshops for teams and business stakeholders, supporting self-organisation, to achieve outcomes and deliver value.
- Lead and advocate for best practice by mentoring individuals and teams in agile practices, tools and techniques, building their knowledge, relating relevant experiences and providing resources.
- Develop and deliver training for teams and business stakeholders, building their agile knowledge, creating shared ways of working and helping them to deliver more effectively.
- Provide significant leadership and build high-performing teams using expert techniques to help them establish collaborative ways of working, teach them agile principles and practices and guide them towards autonomy and continuous improvement.
- Provide pivotal and high level support to teams to resolve impediments, including continually offering strategies for improvement, and escalate those that cannot be resolved within the team.
- Establish and grow strategic relationships with key stakeholders helping to realise product outcomes.

- Role model the values and principles you stand for and exert influence to foster the same within your teams.
- Work with Product Managers, teams and business stakeholders to maximise the value that the team delivers by applying and driving the business strategy and product management techniques.
- Actively promote the ABC values and apply all relevant workplace policies and guidelines.
- Cooperate with any reasonable instruction, procedure or policy relating to safety and take reasonable care for your own safety and that of other people who may be affected by your conduct while at work. Additional WHS responsibilities apply to Managers and Supervisors, Team Directors, and other Officers.

Key Capabilities/Qualifications/Experience

1. Relevant tertiary qualifications or equivalent significant skills, knowledge and experience.
2. Demonstrated expert knowledge of agile and lean values, principles and practices. Agile certification (CSM, CSP, SPC, etc.) is desirable.
3. Demonstrated significant experience coaching, training and mentoring individuals and teams to maximise their potential.
4. Proven outstanding ability to facilitate meetings and workshops with teams and stakeholders at all levels.
5. Demonstrated experience operating in highly complex technology environments.
6. Significant leadership experience and stakeholder management skills with ability to influence, develop and nurture strategic working relationships, across teams and with external stakeholders.
7. Outstanding ability to recognise and act on opportunities, coupled with an ongoing desire to improve your own ways of working.
8. **ABC Principles:** Demonstrated commitment to the ABC Principles of We are ABC, Straight Talking, People Focused, Accountable and Open & Transparent.
9. **ABC Policies:** Understanding of the relevance and scope of ABC policies and the ABC Principles and a commitment to adhere to these; particularly in relation to complying with health, safety and wellbeing requirements in the workplace and acting in accordance with the ABC Principles.
10. **Diversity and Inclusion:** To communicate effectively and build relationships with people from a range of diverse backgrounds



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