



<b>Position:</b>	Agile / Lean Coach
<b>Location:</b>	UK Remote
<b>Reporting To:</b>	Director, Enterprise Solutions

---

### **Genus PLC**

Genus is a FTSE 250 company, headquartered in the UK and listed on the London Stock Exchange. With revenues of around \$600 million, it has a workforce of approximately 3,000 employees throughout the world. Genus has been one of the best performing stocks on the London Stock Exchange.

Genus is a global market leader in bovine and porcine genetic improvement, Genus helps its customers in the dairy, beef and porcine supply chains around the world. Genus' vision of "pioneering animal genetic improvement to help nourish the world" is supported by its core values to be customer-centric, results-driven, pioneering, people-focused and responsible

### **Overview**

Genus is recruiting an agile coach to join our Enterprise Solutions team to play a critical role infusing agile values, principles, and practices in our team as part of our digital strategy.

Our Digital Strategy is one of our five key business strategies. At the heart of our Digital Strategy, is our ambition to have consistent best-practices globally for our customer engagement, production, supply chain, finance, procurement and HR processes. We are the global leader in the dairy, beef and pork genetics industry and as we transition to digital in this industry, we aim to be the best at it, so our customers get the same type of experience provided by the world's leading digitally enabled businesses.

We chose Microsoft Dynamics 365, PowerBI and the Azure cloud to provide the technology for this journey and we have already implemented the solution, known as GenusOne for all our businesses in North America. We are now rolling the system out globally across Europe, Asia and Latin America.

We have a number of other digital programmes in flight and planned including digitally interacting with the customers of our ABS business and developing world-leading data analytics for genomic science and related product development.

We are looking for an agile / lean coach to help our teams develop agile ways of working, foster cross team collaboration, implement and develop our daily management system, and drive sustained and measurable continuous improvement.

## **Responsibilities**

- Provide coaching and training to guide teams to embrace agile values, principles and practices.
- Drive adoption and usage of our lean daily management system across all teams.
- Support teams with day to day execution of agile ceremonies and lean daily management system.
- Facilitate cross team planning and collaboration activities (PI planning, scrum of scrums etc) and integrating work between agile and non-agile teams.
- Provide coaching and training to individuals in management and leadership roles to adopt agile values and principles in support of their agile teams.
- Lead the adoption of sustained and measurable continuous improvement practices across all teams - Facilitate and lead process analysis sessions (value stream mapping/process mapping), problem detection analysis, PDCA cycles and kaizen events.
- Drive simplification and automation through devops toolchain.

## **Accountabilities**

- Set objectives and targets to drive improvements in team delivery performance, reliability and quality.
- Adoption and continuous improvement of team working practices and principles that foster high performance and collaboration in support of business objectives and strategy.

## **Preferred Qualifications/Experience**

- Degree level qualification
- At least 3 years as an Agile or Lean practitioner, particularly in leadership or coaching roles – must have experience working with multiple agile methodologies - ideally Kanban, lean product development and scrum.
- At least 3 years' experience working within an IT application development environment – ideally supporting enterprise systems (ERP, CRM etc).
- Experience with Microsoft Azure DevOps
- Experience implementing work visualisation and lean daily management system within remote global teams.
- Experience in a globally distributed multi-team environment implementing agile/lean practices to support scaling and cross team collaboration.
- Ability to work in a dynamic and vibrant global business and someone who has a can-do attitude.
- Given the global nature of the team, the willingness to work flexible hours as reasonably needed.
- Excellent verbal and written skills
- A self-motivated leader and team player.