



Agile Delivery Lead

Job Description

Who We're Looking For

We're looking for an enthusiastic hands-on Agile Delivery Lead, who is passionate about building digital products that deliver user needs. You're Delivery Management oriented with a strong technical mindset and enjoy taking on responsibility end-to-end in the Software Development Lifecycle. You're also passionate about

About Benchmark Capital

Benchmark Capital powers financial advisers through insight and integrated tools, services and investment solutions that help them differentiate their client proposition.

Helping advisers to look after their clients is at the centre of everything we do. Our award-winning solutions support over 150 advice firms, with £17.1 billion of assets under advice¹

With a technology-led ecosystem of regulatory, platform, and investment services, and our own financial planning business, our approach is guided by delivering safety and security for customers and focused on positive client outcomes.

We believe that first-class client service and integrated technology are essential components for long-term success. Our seamless, holistic approach works in harmony both to empower advisers and their clients and to generate tangible financial and competitive advantages.

We work with some of the most successful financial planning firms in the UK, bringing the power of technology to advice and wealth management

¹As at 31.03.21

The base

You'll be based at our Broadlands Business Campus near Horsham in West Sussex. It has high standards and international reputation, without being in the city: a big, countryside campus means life will feel a little different.

We support our offices by using cutting edge software and hardware and our spacious campus facilities mean there's a great working environment for the team. With an on-site restaurant, coffee shop and gym, our campus has much to offer. And commuters can relax on our dedicated regular shuttle bus to and from Horsham's main line train station.

We know that helping you balance personal and professional commitments is a big part of that, so we're open to flexible working. Many of our staff work flexibly in many different ways, including part-time. Please talk to us at interview about the flexibility you need.

What You'll Do

- Working across 2 scrum teams, you are responsible for the delivery of the team's work end-to-end. This covers everything involved in the product development lifecycle: supporting userstory writing with the product owner, team backlog refinement, development implementation planning and execution through the scrum team, test planning and execution with the QA engineers in the team and ownership of deployment of the team's work.
- Using your deep understanding of the product requirements & the implementation approach, you are serving the teams in achieving their objectives. This will cover techniques such as story splitting, sequence diagramming, story point estimation facilitation, empirical product planning through velocity and capacity forecasting etc.
- You have your finger-on-the-pulse about achieving dev and test standards expected from the teams. By working closely with the engineering managers who define the standards, and by having a deep understanding of the work being implemented, you can evaluate the team's work on the user stories in the sprint and draw upon coaching from the wider organisation to increase the team's maturity.
- Create and drive a collaborative culture of transparency & trust, acting as a servant-leader to your teams
- You will take ownership of impediments & issues, ensuring that they are transparent and resolved efficiently. Working closely with the engineering managers, you will ensure that the teams are unblocked and working as efficiently as they can.
- You will draw upon your knowledge of Lean, Agile, DevOps, to carry out coaching to improve the culture, ways of working & productivity for the teams you support
- Reporting on the progress of the team (sprint and team metrics) and the Epics / Programmes you support (epic, feature and delivery metrics)

The Knowledge, Experience and Qualifications You Need

- Significant experience in delivering products end-to-end in a similar technology stack:
 - Front-end applications, integrated with APIs and Services, interconnected through a message bus technology, integrated with databases
 - A strong and deep understanding of the Software Development Lifecycle – covering version control / Git, branching, integration, build and deployment
 - An understanding of test automation and how it interacts with scrum teams
- Very comfortable talking about the high-level architecture of the product and can draw up a static / block diagram of the solution and sequence diagrams for how a story flows

- through the platform. (This will form part of the technical test in the interview process)
- Significant experience as an Agile Delivery Lead, Scrum Master or Technical Program Manager. This means you can:
 - Plan and co-ordinate the delivery of Epics / Programmes, through multiple teams
 - Facilitate high-quality scrum events (backlog refinement, sprint planning, stand-ups, retrospectives etc)
 - Support Empirical Product Planning i.e. forecasting of delivery based on capacity and velocity and deliver reporting to senior stakeholders
 - Deep understanding of Lean and Agile principles and frameworks, with a minimum of a basic Agile certification

We're Looking for The Best, Whoever They Are

Benchmark Capital is an equal opportunities employer. You're welcome here whatever your socio-economic background, race, sex, gender identity, sexual orientation, religious belief, age or disability.