

**PROVEN WINNERS
NORTH AMERICA LLC**

**Position Description: Project Manager / Agile Coach
Employment Type: Full-time, Remote**

About Us:

Proven Winners is a global plant and gardening brand that introduces the industry's leading annuals, perennials, shrubs, trees, and houseplants to the market through a network of top propagators. It combines extensive experience, innovative thinking, and world-class customer service to ensure professional growers and home gardeners have the most efficient tools and dynamic growing solutions for ongoing success.

Position Summary:

As a key member of the Proven Winners North America team, the Project Manager/Agile Coach will join our high performing team of IT professionals. The role involves hands-on coaching, mentoring, and guiding - IT leaders, and stakeholders toward Agile maturity. This role will be expected to coach with a strong emphasis on adopting Agile methodologies, fostering collaboration, continuous improvement, and alignment with organizational goals. This role is pivotal in driving Agile practices while ensuring alignment with the broader transformation strategy.

Reporting Relationship:

The manager reports to the Senior Vice President of Information Technology. This position works closely with multiple Proven Winners stakeholders, managers, and team members.

Key Responsibilities:

As an Agile Coach, you will play a critical role in supporting the IT Agile transformation journey, focusing on coaching teams and fostering collaboration. This is an opportunity to guide teams in adopting Agile practices, driving improved outcomes, and contributing to a transformative cultural shift within the organization. This position emphasizes coaching and collaboration without direct managerial responsibilities, aligning with the broader organizational strategy set by and supported by IT leadership.

Agile Transformation Coaching: Percent of Time = 50%.

- Support and provide coaching to large-scale Agile Product transformation initiatives, aligning with the organization's strategic objectives and delivering measurable outcomes.
- Collaborate with company leadership to create and execute a tailored Agile transformation coaching roadmap.
- Coach teams, Product Owners, and other stakeholders on Agile frameworks (e.g., Scrum, Kanban, SAFe) to foster Agile maturity.
- Partner with product teams to adopt Agile and product-focused practices, enhancing delivery and business value.
- Act as a trusted advisor to teams and leadership, reinforcing Agile principles and practices.

Training and Facilitation: Percent of Time = 50% (combined remaining key responsibilities)

- Design and deliver interactive workshops, training sessions, and hands-on labs to upskill teams and leaders on Agile principles, tools, and practices.

Continuous Improvement:

- Promote a culture of learning and adaptation by embedding effective retrospectives and metrics-driven decision-making. Analyze team performance data to identify areas for improvement and recommend & implement actionable strategies.

Stakeholder Engagement:

- Work closely with cross-functional teams to identify challenges in Agile adoption and provide tailored coaching support. Facilitate alignment and collaboration among teams and stakeholders to ensure a smooth Agile transformation journey.

Best Practices Implementation and Tools:

- Standardize Agile practices and workflows across teams. Leverage Monday to enhance Agile process optimization, workflow streamlining and optimize reporting. Standardize and monitor metrics for team health, velocity, and overall transformation progress.

Requirements:

Education and Experience

- Education: Bachelor's degree in Computer Science, Information Technology, Engineering, a related field or equivalent experience.
- Minimum 5 years of Project Management Experience.
- At least 2 years in Agile coaching roles.
- Certifications: Certified Agile Coach (ICP-ACC, ICP-ATF), or Certified Scrum Professional (CSP), or SAFe Program Consultant (SPC), or equivalent credentials.

Skills, Knowledge, and Attributes

Technical Proficiency:

- Expertise in Agile frameworks such as Scrum, Kanban, and SAFe,
- Strong systems thinking and ability to navigate complex organizational structures.

Soft Skills:

- Exceptional communication, facilitation, and conflict-resolution skills. Proven ability to inspire and motivate teams.

Preferred Qualifications & Experience:

- Experience transitioning teams or organizations from traditional methodologies to Agile frameworks.
- Understanding of organizational behavior and change management principles.
- Proven track record of fostering continuous learning and improvement within teams.
- Expertise in metrics-driven coaching, leveraging Agile metrics to inform decisions and drive improvements.
- Passion for mentoring teams on technical excellence.
- Strong emphasis on continuous learning and professional development.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

- Regularly required to talk and hear.
- Active position requiring standing, walking, bending, kneeling, stooping, and crouching.

- Ability to sit or stand for extended periods of time.

Position Type/Expected Hours of Work:

This is a full-time position. The role requires flexibility to work extended hours in accordance with business needs.

Travel

Both local and out-of-state travel will be required at certain times of the year. This role may require up to 10% overall travel based on business needs.

Compensation:

This range reflects the expected compensation for candidates who meet the listed qualifications. Actual compensation may vary based on skills, experience, and internal equity.

Base salary range: \$90,000 - \$110,000 per year

Benefits:

This position is eligible for the following benefits:

- Health insurance (medical, dental, vision)
- Retirement plan options- 401k, employer match contributions
- Paid time off (PTO, Paid Leave, holidays)
- Disability insurance
- Other benefits: employee assistance program

How to Apply:

Submit your resume and cover letter to Human Resources- Mary Espinoza (email: mary@provenwinners.com)