PAUL IRABOR

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(US Citizen)

 **Scrum Master | SAFe Scrum Master | Certified Scrum Master**

An Experienced Scrum Master with 7+ years of successfully supporting large and complex organization in its agile transformation journey. I have experience working with Product Owners and coaching cross-functional teams (Offshore and Onshore) to agile maturity. I am a highly proficient, true-leader, adept in Relationship Building, Coaching, Strategic Planning, Business Process Improvement, Automation and Continuous delivery. Have experience assisting new teams in their Agile transformation towards maturity. Use different frameworks such as Scrum, Scaled Agile framework (SAFe), Kanban to deliver value to the customer.

**SUMMARY OF QUALIFICATIONS**

* Proven ability of leading a variety of product deliveries involving self-organizing, cross functional teams across multiple disciplines and lines of businesses
* Assess Scrum Maturity of teams and organization and coach teams to higher levels of maturity at a pace that is sustainable and comfortable
* Experience in helping Agile teams to apply INVEST model, Release planning, Capacity planning, Backlog refinement, & working agreement.
* Extensive experience in coaching and applying Agile mindset and Agile Manifesto in iterative Agile projects
* Experience managing product delivery with technical development, regulatory, privacy, and third-party vendors
* Experience in working with team focusing on cloud migration
* Exposure to multiple frameworks such as Scrum, Kanban, SAFe, SDLC

**CERTIFICATION**

* Professional Scrum Master (PSM1)
* Certified Scrum Master (CSM)
* SAFe Scrum Master
* Scrum Master Accredited Certification

**PROFESSIONAL EXPERIENCE**

**FIS - Scrum Master June 2023 - Present**

FIS is a leading provider of technology solutions for merchants, banks and capital markets firms globally. The company ranked first in the 2022 IDC Fintech rankings. FIS provides cutting edge financial technology to their clients to solve their business critical challenges and deliver superior experiences for their customers.

**Toolkit:** Scrum, SAFe, Jira, Confluence, Kanban, Rally

* Monitor the team’s progress during sprints and ensure that the team remains focused on achieving their sprint goal.
* Assist the team with prioritization and resolution of defects/bugs before release
* Assist the Product Owner with backlog maintenance by ensuring we have a healthy backlog
* Evaluate the team’s performance results and recommend improvements areas that will affect project growth and success.
* Participate proactively in developing and maintaining team standards, tools, and best practices.
* Facilitate all Scrum events (Daily stand-ups, sprint planning, product demos and retrospectives) and release planning
* Ensure that Definition of Ready (DOR) and Definition of Done (DOD) are met consistently.
* Track and report key agile metrics such as velocity, burndown chart
* Facilitate team discussion and conflict resolution
* Guide the team with making appropriate commitments through prioritization and story selection.
* Participate in Agile Community of Practice (COP)
* Assist the development teams at ensuring they practice the core agile principles of collaboration, prioritization, team accountability, and transparency

**US Bank - Scrum Master June 2022 - April,2023**

U.S Bancorp is one of the leading financial institutions in US with asset size of $587 billion as of March, 2022. The company has been recognized for its approach to digital innovation, social responsibility and customer service. The Bank was named one of the 2022 World’s most ethical companies and fortunes most admired superregional bank.

**Toolkit:** Scrum, SAFe, Jira, Confluence, Kanban

* Organize and facilitate daily stand up, retrospective, backlog refinement, sprint planning, sprint demos and other meetings to monitor product progress and resolve any issues the team may be experiencing.
* Guide the team and organization on how to leverage Agile/scrum practices and values to maximize the delivery of business value.
* Co-ordinate with the team and other stakeholders on code deployment preparation and execution.
* Review with the Product Owner the Backlog items to ensure that it is DEEP and have enough prioritized work the team will work on.
* Tracks and publishes prescribed team metrics
* Build a trusting environment where issues are raised without fear of blame, retribution or been judged, with emphasis on correcting and problem solving
* Create a collaborative team environment
* Provide support to team members in removing/resolving impediments
* Resolve conflicts between team members
* Facilitate the completion of assignments efficiently and without coercion, assigning or dictating the work.

**First Community Credit Union| Houston, TX - Scrum Master**  **July 2017 – May 2022**

From modest beginnings to $1.9 billion in assets, becoming one of Houston's largest Credit Unions. First community credit Union operates around loans, Credit, business and investments.

**Toolkit:** Scrum, Kanban, SAFe , Jira, Confluence

* As a true leader, promotes adoption of an agile mindset through teaching, mentoring, and coaching
* Support the team in its cloud migration project to Azure cloud services
* Schedule and facilitate scrum meetings including sprint planning, daily stand ups and sprint reviews to enable teams to plan and complete tasks based on the highest priority and the teams available capacity
* Assist teams to identify, communicate and resolve or escalate impediments and issues
* Working in tandem with Product Owner in finding ways to effectively maintain, prioritize the Product backlog
* Responsible for ensuring team understand SAFe PI objective goals, built in quality, transparency, train alignment as well as adherence to lean-agile principles
* Ensures the team is utilizing Scrum/SAFe ceremonies effectively to maximize value delivery
* Represent the team at broader planning and coordination sessions (e.g., Scrum of Scrums)
* Create an environment of collaboration within the teams that allows for open dialogue and productive solutions for resolving conflicts
* Champion continuous improvement activities to reduce waste and increase productivity; coach organization to conduct continuous improvements events

**International Bank of Commerce (IBC)| Houston, TX - Scrum Master Aug 2016 – July 2017**

International Bank of Commerce is a state chartered bank owned by International Bancshares Corporation headquartered in Laredo, Texas. It is one of the largest banks based in Texas and is the 83rd largest U.S. bank by asset size. In addition, IBC is the largest minority-owned bank in the United States

**Project:** I worked as a scrum master on our infrastructure upgrade project migrating legacy application to the cloud.

**Toolkit:** Scrum, Kanban, Jira ,Confluence

* Collaborated with leadership and Product management team to help define project deliverables and minimum viable products for each release and define priorities that are most essential to the enterprise
* Served as coach to help guide the team on how best to use Agile/Scrum Practices such as Kanban, INVEST model for user story writing and MOSCOW for Prioritization
* Coached through day-to-day scenarios following trained concepts to include attending team ceremonies/meetings and fine-tuning best practices over time
* Assist the product owner, business analysts and other team members in refining the backlog and ensuring a steady stream of work is available for the team
* Facilitating communication with other teams as needed to address any cross-team dependencies

**Areas of Expertise**

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| * Customer Centricity
* Team Coaching
* Conflict resolution
* Training & Education
* Active Listening
 |  | * Scrum/Kanban/SAFe
* Metrics and Assessment
* Enterprise Solution Delivery
* Communication
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**Tools & SKILLS**

**Agile Frameworks**: SAFe, Scrum, Kanban

**ALM/Agile/Scrum Tools:** Rally, Jira, Confluence

**Office Tools:** Microsoft Office Suite, PowerPoint, Excel, Word

**Skills:** Leadership**,** Conflict Resolution, Coaching and Collaboration

**EDUCATION**

**University of Benin**  NG 2005

Bachelor of Science, Banking & Finance