



Agile Delivery Manager – Marketing & Digital

Nordik Group is a flourishing company whose goal is to rise to the top of the health, wellness, and tourism industries. We have proven ourselves as an industry trailblazer through our commitment and our mission. The goal of the Nordik Group is to develop 10 spas across North America by 2027, and to push the industry to new heights by offering industry-leading and innovative experiences in order to transform the company into an international leader in Nordic-style spas.

To fulfil our primary mission of transforming people's lives, one visit at a time, Nordik Group is leading multiple projects and gaining momentum by identifying business opportunities, getting involved, and bringing promising, large-scale projects to life. By diversifying our activities, Nordik Group has created value and has grown its market.

To sustain our explosive growth, we are looking for drivers—people who thrive on responsibility and live for the next big challenge. We seek to employ the brightest and most forward-thinking talent on the planet; we're looking for professionals who aren't content with the status quo –people who are more interested in how things could become. Accelerate your career and succeed in an environment where you can make an impact daily. We invite you to join in to stand out.

Nordik Spa-Nature employees are committed to upholding our company values:

- Accountability
- Engagement
- Respect
- Integrity
- Team spirit

Main duties:

The **Agile Delivery Manager (ADM)** is responsible for planning, organizing, and motivating agile teams to achieve a high level of performance and quality in delivering products that provide exceptional business value to users. The ADM may be responsible for managing several concurrent high visibility projects using agile and lean methods in a fast-paced environment that may cross multiple functional areas. The **Agile Delivery Manager** will report to the Director Marketing

Responsibilities:

- Work collaboratively with stakeholders to facilitate and positively influence solution development, facilitating transparent and inclusive communication

- and collaboration among the team and the diverse range of SMEs we have in the business. A customer centric approach is key. Encouraging the team to work collaboratively and develop solutions focused on the customers;
- Working to ensure that the team is focused on the highest priorities. User stories are the heart of the delivery backlog, and you'll be working closely with Product and delivery teams to ensure their timely creation and elaboration;
 - Standups, estimation sessions, backlog grooming and prioritisation, showcases and retrospectives are part of our business as usual, and while the teams are good at contributing and know what must be done, they'll need you to make sure the sessions happen, get them scheduled in, and do the facilitation where needed;
 - Will make sure the project vital signs, metrics, progress and information radiators are up to date, meaningful, relevant and visible; You will ensure tracking tools are up-to-date, collating the information and status details to prepare status reports and visualisations of progress;
 - Validate, with all players involved, the various project development phases to ensure compliance with initial objectives & take corrective actions as needed;
 - Plan the life cycle of each project, in collaboration with project owners;
 - Foster synergy that helps motivate, support and assign tasks among the various in-house or external teams involved in the projects, while ensuring that deadlines are met.

Requirements

- Bachelor's Degree is required. PMI Agile Certified Practitioner (PMI-ACP) or Certified Scrum Master (CSM) preferred;
- Agile Project governance certification (PMI-ACP, CSM, CSP, PSM I/II/III, etc.) or equivalent demonstrable experience.
- 5+ years of delivery management experience working in an agile development environment in roles such as Scrum Master, Product Owner, Project Manager or Program Manager;
- Minimum of 5 years' experience with Lean/Agile delivery;
- Prior experience with Agile methods, including Scrum and/or Kanban, preferably with enterprise-level application development. Familiarity with scaling frameworks (e.g. S@S, SAFe, LeSS) is a plus;
- Solid understanding of software development life cycle models as well as expert knowledge of both Agile and traditional project management principles and practices and the ability to blend them together in the right proportions to fit a business environment;
- Sufficient level of technical background to provide highly-credible expertise to development teams and to be able to accurately and objectively evaluate complex project risks and issues;
- Adept with agile project tracking tools such as Jira / Jira Agile or comparable (e.g. Version One, Rally, etc.);
- Able to demonstrate experience of successfully delivering different projects, using lean-agile approaches, in large business environments;

- Ability to work closely and harmoniously with both business and IT;
- Excellent oral and written communications skills both in English and French;
- Experience interacting with both business and IT individuals at all levels including the executive level;
- Flexibility in using a range of influencing styles to build strong sustainable relationships.

Profile

- You are emotionally mature, self-aware, supportive. You have good listening skills, empathy, optimism, resilience. You are not defensive, directive, or judgmental;
- You are comfortable with uncertainty and ambiguity, and you know how to deal with situations effectively;
- Strong analytical, planning, and organizational skills with an ability to manage competing demands and drive results;
- Strong knowledge and understanding of business needs with the ability to establish/maintain high level of customer trust and confidence;
- Proven ability to lead software development projects and ensure objectives, goals, and commitments are met;
- Conflict management and resolution skills - Build consensus, anticipate and solve problems, make removing impediments your top priority;
- Analytical thinking - Exceptional ability to analyze data and utilize it to make sound business decisions;
- Strong interpersonal skills including mentoring, coaching, collaborating, and team building;
- Leadership – Proven success in leading high-performance teams, achieving results through others, and being a strong team player;
- Creative approach to problem-solving with the ability to focus on details while maintaining the "big picture" view;
- Innovative thinking – Ability to lead innovative and/or transformative projects and strives for continuous improvement.

Salary

Based on the pay scale and benefits in effect at the Nordik Group.

To apply

Please fill in the I-Recruitment job application questionnaire on our Careers page.