Subhasis Kar (Kaizen)

Training and Certifications

- SAFe 5 Release Train Engineer
- SAFe 5 Advanced Scrum Master
- SAFe 5 Scaled Agilist
- Professional Scrum Master (PSM I)
- PMI Agile Certified Practitioner (PMI ACP)
- Scrum Fundamentals Certified (SFC)
- IIBA Agile Analysis Certification (IIBA AAC)
- IIBA Certification in Business Data Analytics (IIBA CBDA)
- IIBA Entry Certificate in Business Analysis (IIBA ECBA)
- AWS Solutions Architect Associate (AWS SAA)
- Ericsson Fiber Technology

Skills

- Planning, Prioritizing and Monitoring
- Elicitation, Communication, Collaboration
- Requirements and Time Management
- Strategy Analysis
- Solution Evaluation
- Design and Solution Definition
- Change Management, Coordination
- Agile Frameworks - Scrum, Kanban, XP, SAFe
- Lean Management
- User Stories, ATDD, TDD
- Continuous Integration, Deployment
- Agile Project Management
- Servant leadership
- Agile Coaching
- Problem solving

Tools and Technologies:

- **B2B Enterprise Integration**: Seeburger Business Integration Suite, Axway MFT, Dell Boomi, IBM Sterling, EDI (850, 855, 856, 810, 997), Value Added Network, SAP PI/ PO
- **Operating System**: Unix/ Linux, Windows
- **Language**: Java
- **Database**: Oracle SQL
- **Planning and Project Management Tools**: Atlassian Jira, Rally, Confluence, Microsoft Azure DevOps, Wiki, Microsoft Office (Word, Excel, Access, PowerPoint)
- **Collaboration Tools**: Miro, Mural, Microsoft Teams, Outlook, Yammer
- **Repository**: Microsoft Sharepoint, Git, Github
- **Tracking/ Ticketing**: ServiceNow, BMC Remedy, Oracle Identity Manager

Scrum Master (Agilist) – Enterprise Engineering (EE) Agile Community

Summary:

An experienced and accomplished professional with over 5 years' experience leading teams both technically and from a project delivery aspect. Empathetic leader that can communicate, influence, and motivate teams from junior developers to executive level leadership. Strong skills in Software Development Life Cycle (SDLC), Agile methodologies, DevOps Integration and Deployment/ Delivery, business analysis, process management/ improvement, translation of business requirements into consumable work items for the I.T. community and vice versa.

Work Experience II (Cognizant, Jan 2020 - Present)

- Performed continuous evaluations of Project status and plans to enhance delivery and improve effectiveness.
- Facilitating all ceremonies in Scrum - **Backlog refinement, Sprint planning, Poker estimation, daily stand up, Scrum of Scrum (onsite), Sprint Review & Retrospective**.
- Tracked team metrics such as velocity, throughput, cycle time, team morale and collaboratively worked to drive improvements and innovate new approaches for continuous improvement.
- Worked collaboratively with Release Train Engineer and other scrum masters by participating in SOS to coordinate dependencies between Agile teams and ensure team readiness for PI planning and system demos.
- Adept in Software Development Life Cycle with ability to communicate clearly with technical and non-technical stakeholders.
- Leveraging tools like Jira, Rally, Confluence, Microsoft Teams to foster communication, collaboration and alignment among teams driving continuous delivery of value.
- Developed and implemented performance improvement strategies and plans to promote continuous improvement.
- Help the team to setup Continuous Integration and automatic deployment on daily basis there by removing the dependency on Operations team.
- Developed and maintained courteous and effective working relationships with Product Owners and other stakeholders. Work with the Product Owner and Business Analysts to make sure the stories capture all necessary details required for the development teams to work seamlessly.
- Resolved conflicts and negotiated mutually beneficial agreements between parties. Maintained, communicated and enforced team working agreement driving shared understanding and use of WIP limits, Definition of Ready and Definition of Done.
- Guided, coached Scrum team and organized Agile and Scrum Practices, values while also meeting delivery commitment. Periodic review with developers on latest changes and review the defects for past iterations.
- Assessed Scrum maturity of team and organized, coached team to higher levels of development. Streamline the process of progression, regression activities and bring more self-organized team.
- Anticipated impediments to team delivery involving cultural barriers and logistical challenges.

Industry/ Sectors of USA, UK, APAC and India

- Insurance and Financial Services
- Healthcare
- Retail chain
- Government firms

Achievements and Awards

- Bright Beginner, Agile India Community
- Always striving - never settling, Working as one
- Coral Award, Seeking data and building knowledge
- Amber Award, Collaboration
- Workday HCM Project Recognition
- Green Feather, Cognizant CSR Outreach
- Member, Toastmasters International Club
- Corporal rank & Best Firer, NCC Army Division

Education

- Bachelor of Technology in Electronics & Electrical Engineering, KIIT University – 2017
- Higher Secondary Certificate in Science, Delhi Public School - 2013

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Reference

Available on request

• Worked effectively with multiple scrum teams both onshore and offshore.
• Carrying out effective team building activities (frequent agile related games).

Work Experience I (Cognizant, Dec 2017- Dec 2019)

- Management of all data interface implementations for client as part of Enterprise System/ Integration Team in SAFe environment. This includes gathering requirements, identifying gaps, documenting technical layouts and specifications, working with developers on code design, implementation, automating systems, UAT testing, migration to production and change request management.
- Provide documentation and liaison between technical development team and business stakeholders, vice-versa.
- Successfully onboarded 1500+ business partners for leading financial services client. Analyze data and processes of the new partner to deliver right solution and increase client value.
- Elicitated 1800+ new system requirements and managed about 1200+ change requests for application interface with 0 error/ flaws.
- Mentored 20+ developers throughout the project delivery and balance workloads across trainees. Documented process and procedures of key role activities performed.
- Work with all team members to identify risks, mitigate them and ensure project plans are on schedule.
- Educate clients on our system's processes and capabilities so they understand their deliverables, and what is expected of them during conversion and implementations.
- Work with 75+ internal application Line of Business's and their respective vendor partners to identify best practices for discovery, working software, testing and integration.
- Prepare and publish monthly reports to stakeholders with SLA metrics.
- Developed automation for single code multiple file transfer setup. This automation has reduced 1.5 FTE efforts and has been appreciated by client.