**Naresh Vasant Vandre**

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*Scaling new heights of success with innovation, dedication & hard work to leave a mark of excellence on every step; aiming for assignments which involve analytical capabilities and professional growth Scrum/Agile Implementation (SCRUM Master) and Project Management.*

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| **CORE COMPETENCIES****Agile Project Management****Digital & Agile Transformation****Scrum Master****SCRUM/Agile Methodologies****Spotify/Tribe Agile Scaling Model****Stakeholder Management****Risk Analysis and Issue Management****Change & Release Management****Velocity & Sprint Management****Sprint Forecsting****Managing cross-platform, cross-cultural Engineering teams****Requirement Gathering/Analysis****Product Backlog Refinement****Escalation Management** **Cost Optimization/Budgeting****Team Building/Leadership****TECHNICAL SKILLS****Jira, Team Foundation Server (TFS) & ALM** **SAFe framework** |  | **PROFILE SUMMARY*** **A Catalyst Leader** offering **overall 13+ years** of versatile experience in the software industry across multiple domains like Capital Market, Banking & Financial services, Agricultural Science, DTH Media & Entertainment and Telecom.
* **Certified Scrum Master** **with 5.8 years** of in-depth experience in leding, facilitating agile ceremonies & coaching teams/individuals on Lean-Agile practices & mindsets, design thinking, customer value, product management.
* A **catalyst leader** motivating and encouraging people to try new things, providing an environment to safely leran through failure and givning an insightful feedback on things that affect them
* Strong **interpersonal** and cross-team **collaboration** skills toworkwith the different squads/peers for release management to ensure succesfull delivery of features in production.
* Works with Product Owners to ensure the backlog is arranged to **maximize** **value delivery** and ensures that the goal & scope of the sprint is fully understood by everyone in the Scrum Team.
* Gained insightful experience in Managing multiple software development projects & products across various geographies.
* while meeting business needs in a fast paced, dynamic and globally expanding MNC environment.
* Has excellent leadership and organizational skills, skilled in facilitation, continuous improvement, empowerment, transparency, building trust and servant leadership. Able to effectively manage challenging situations through negotiation and conflict resolution
* Build strong stakeholder relationship and collaborating effectively across internal and external teams
* Change & Release Management: Spearheading Change Management activities like planning and monitoring/control change to the application via enhancements, fixes and new development; skilled in managing end-to-end release process from the planning of release content through to actual release deployment to production
* Strictly adhere to Policies & Standards appropriately and ensures that all risks identified are managed as per Risk Framework procedures, ensures risk events (incidents) and control failures are investigated, reported, fixed and/or escalated to prevent reoccurrence. **(RAID Tracker)**
* Impactful IT Professional with enriched knowledge of leading project management activities, project planning, scope definition, estimation, resource administration, process management and compliance with quality standards; ensuring project delivery within time, cost and quality specifications
* Working knowledge and experience with several Agile methodologies SCRUM, XP, Kanban, SAFe
* Excellent knowledge & experience of widely successful Agile techniques: User Stories, Acceptance Test Driven Development, Behavior Driven Development, Continuous Integration, Continuous Testing,, Automated Testing
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**WORK EXPERIENCE**

**Oct’20-Present: Syngenta India Ltd on paryroll of Stefanini IT Solutions, Pune as Sr. Scrum Master**

**Jun’18-Sep’20: Nihilent Ltd, Pune as Associate Project Manager**

**May’14-May’18: Synechron Technologies Pvt Ltd, Pune**

**Mar’11-Apr’14: CapGemini (I) Pvt Ltd, Pune**

**Nov’10-Feb’11: Tech Mahindra Ltd on payroll of Triumph Systems and Solutions Pvt Ltd**

**Jul’10-Oct’10: Financial Information and Networks Operations (FINO) Ltd, Bombay**

**Dec’07-Jul’10: Infosys BPO Ltd**

**Role:**

**SCRUM Master**

* Expertly led multiple teams in all Agile ceremonies including Daily stand-up, Sprint Planning, Sprint Reviews, Sprint Retrospectives and Quarterly tribe level Retrospectives.
* Conducted a survey to get the feedback from all squad and tribe team members to enhance existing processes and create and implement Best Agile Practices for successful on time and quality delivery.
* Presented an Agile Journey/progress report of Q1-2021 at tribe level to showcase the delivery growth as compared with Q4-2020 as an outcome of newly implemented Best Agile Practices.
* Led the Tribe level quarterly retrospective meeting for the Q4-2020 to inspect and adapt new tools/ideas and new Ways Of Working (WoW)
* Led Scrum of Scrums to coordinate dependencies across various other scrum teams in Agile Release train, worked with different Teams to support integration testing.
* Led change and evolve the Agile practice and scrum process, acting as a mentor and coach: planning, leading, organizing, motivating team members while enabling transparency, examination and adaptation and progress during transformation
* Tracking & timely communicating team Velocity and Sprint/Release progress to the leadership to provide transparency through multiple metrics (Scrum board, velocity charts and burn down charts).
* Plan and coordinate with other Squads to ensure proper delivery of own squad scope & cross squad features in production
* Identifying & communicating potential risks in completion of Sprints, including resources, costs, and external dependencies
* Proactively monitoring performance and continually driving end user experience and performance improvements, delivering against a Product or Technical Product roadmap that aligns with business objectives
* Helping the Product Owner to support short & long-term release planning, to keep work backlog prepared for execution
* Presenting Sprint & Release progress to Management & other stakeholders and ensuring adherence to the Agile process
* Mentor the team and the Product Owner on Scrum and Agile best practices to Continuously improve team productivity and facilitate completion of work
* Regularly updating and closely monitoring RAID tracker (Risks, Assumptions, Issues & Dependencies tracker) to increase sprint velocity.

**Project Management**

* Managing end to end of projects from the stage of initiation, monitoring & control till closure including planning, estimation & scheduling, updating information to all stakeholders, integrating change control, controlling base lines, planning risk responses and contingency planning
* Implementing project plans within preset budgets and deadlines; monitoring and reporting on project progress
* Monitoring project progress & outstanding issues and ensuring the quality & timeliness of the deliverables; preparing monthly dashboard, project health check metrics and weekly & fortnightly status reports as well as extending post-implementation support to team members by identifying defects, inconsistencies & errors
* Analyzing user requirements to identify trends and resolve performance issues; preparing proposals, delivering business presentations to clients and controlling resource planning, effort estimation & risk management

**CERTIFICATIONS**

* Certified Scrum Master (CSM)
* Certified ISTQB testing professional
* MCP Microsoft Certified Professional: Windows 2000 Professional

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| **Tools & Products Used For Project Delivery**:  |

**Project Management Tools**: MS Visio, Project Server, MS Office, MS SharePoint, Office 365, ADO, TFS, JIRA, Google Forms, MS-OneDrive, Ally OKRs, Confluence, Project Plan …etc.

**Development Tools**: MS Visual Studio, ICC, C#.Net, Asp.Net Core, Web API, Micro Services, WebLogic, IIS, Tomcat, AngularJS, MS SharePoint, Oracle, SQL, SOA, Web Method …etc.

**DevOps & CI/CD:** Jenkins, GitLab, DevOps…etc.

**Cloud Technologies**: Amazon Cloud.

**Code Repository & Code Quality**: TFS, ADO, SonarQube …. etc.

**Servers & DBs**: SQL Server 2012 & 2019, PostGIS …. etc.

**Reporting & Dashboard Tools:** Power BI, MS Reporting Services, Tableau, Google Data Studio, Collabion…etc.

**EDUCATION**

* Master of Science in Computer Science from Pune University, Pune in 2007
* Bachelor of Computer Science from Pune University, Ahmednagarin 2004

**PERSONAL DETAILS**

**Date of Birth:** 30th July 1982

**Language:** English, Hindi, Marathi

**Passport:** S5127173

**Address:** Flat No B/314, Rainbow Glory, Near Raisony College, Wagholi, Pune- 412 207

**ANNEXURE**

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| **PROJECTS MANAGED** **Syngenta India Ltd on the payroll of Stefanini IT Solutions****Title:** Data Platforms for **Digital Solutions & Analytics** – SIMPL & GRIS **Designation:** Sr. Scrum Master**Role:** Sr. Scrum Master**Period:** Oct’20-Present**Client:** Syngenta – U.S.**Description**: Syngenta is a leading global provider of agricultural science and technology, helping to improve global food security by innovating world-class science to protect crops and improve seeds to support millions of farmers with technologies, knowledge and services so they can sustainably provide the world with better food, feed, fibre, and fuel.**SIMPL (Syngenta’s Image Management Platform) -** Syngenta’s Image Management Platform, is a web-based Image repository that provides a platform for the storage and management of all digital assets and their attributes. This is a user preferred image analytics and storage platform for Syngenta by enabling rapid analytics on consolidated agronomic related datasets and meeting sustainable, secure storage.**GRIS (Geo Reference Information Store) -** isa data-as-a-service offering that enables access to reference agronomic geospatial data via webservices. GRIS is a centralized shared repository for Syngenta's spatial datasets to: Enable discovery, Promote reuse, Increase quality, Reduce error, Mitigate liability. GRIS Data catalog provides the means for users to more easily discover reference geospatial data that are important to Syngenta. It uses a governed data request and publishing process to serve people and projects in order to make informed decisions when location is important. GRIS is built using open source technologies that supports using open standards. GRIS is hosted on Syngenta's private Amazon cloud. GRIS Technology stack contains – CKAN, GeoServer & PostGIS.**Responsibilities:*** Following Agile Scrum and Spotify’s Tribe Engineering model and developed Squads as a self-organized teams to be responsible and accountable for delivering business value
* Conducted a survey to get the feedback from all squad and tribe team members to enhance existing processes and create and implement Best Agile Practices for successful on time and quality delivery.
* Presented an Agile Journey/progress report of Q1-2021 at tribe/leads level to showcase the delivery growth as compared with Q4-2020 as an outcome of newly implemented Best Agile Practices.
* Led the Tribe level quarterly retrospective meeting for the Q4-2020 to inspect and adapt new tools/ideas and new Ways Of Working (WoW)
* Closely tracking the progress on Key Results on a weekly basis in Ally OKRs to meet the quarterly Objectives.
* Representing DPE (Digital Platform Engineering) platform needs in the Agile Guild community and continuously striving to improve DPE EMM (Engineering Maturity Model) score
* As a Facilitator coordinating with Platform Managers and squads in Backlog Refinement & continuous delivery of features
* Coach and train scrum masters, team members to embed the Agile values and best practices
* Facilitate Scrum of Scrums to coordinate dependencies across various other scrum teams in Agile Release train, worked with different Teams to support integration testing.
* Help the team to communicate, coordinate and collaborate with other teams on the same Agile Release Train (ART)
* Empowered Squad as a self-organized & autonomous team to be responsible & accountable for delivering business value
* Collaborated and coordinated with Tribe lead and Chapters for continuous alignment and to ensure successful delivery of product features
* Facilitating and Leding all Agile ceremonies including Daily stand-up, Sprint Planning, Sprint Reviews, Sprint Retrospectives and Quarterly Retrospectives
* Resolving impediments/blockers of the team members by constantly following up with onsite stakeholders
* Maintaining MoM for client calls & important internal meetings, action items are tracked & closed
* Tracking & timely communicating team Velocity and Sprint/Release progress to the leadership to provide transparency
* Enact change & continuous improvement increase productivity of squads by increasing Velocity by using CI/CD pipeline.

**Nihilent Ltd.****Title:** Multichoice PayU Integration Project **Designation:** Assistant Project Manager**Role:** Scrum Master**Period:** Jan’19-Sept’20**Client:** MultiChoice, South Africa**Description**: MultiChoice is part of Naspers Group and a leading brand in Africa in Media & Content Management. MC PayU is an online payment service provider offering customers a suite comprising of all the major payment options including VISA, Mastercard, VISA Electron & Maestro on a once off or recurring basis. An objective of the project was to provide improved customer experience by introducing ability for customer to capture online recurring payments. It provides improved security and fraud detection for online payments with the help of introducing Credit Card Debit Order (CC DO) facility for customers with high performance through high-volume queue.**Title:** Multichoice Billing Project **Designation:** Assistant Project Manager**Role:** Scrum Master**Period:** Jun’18-Dec’18**Client:** MultiChoice, South Africa**Description**: MultiChoice has a strong business communication model with several external customers. An objective of this project was to provide a robust solution to build a strong communication channel between MultiChoice and Telkom 3’rd Party Communication Platform” to enable for ALL the 3’rd parties including “ALL Telecommunication” providers. It consists of a combination of DStv entertainment services and Telkom data services at a discounted bundled offer / rate. DStv packages, delivered via OTT enabled by the Telkom data services. Telkom used to provide the internet & data services whereas DStv provides content services & provisioning of content services.**Responsibilities:*** Followed Agile Development Methodology as a Scrum Master by leding 4 teams.
* Worked as a Facilitator for Product Owners & development team in Backlog Refinement & continuous delivery of features
* Successfully facilitated & led all agile ceremonies - Daily stand-ups, Sprint Planning, Sprint Reviews & Sprint Retrospectives
* Tactfully resolved impediments of development team by constantly following up with all stakeholders and aggressively following Escalation Matrix
* Used to maintain MoM for client calls & important internal meetings, accordingly action items tracked & closed
* Coached and enacted continuous improvement within the team to increase the productivity & quality of deliverables
* Used to actively participate in daily SoS meeting & in absence of SoS Master driven SoS meeting
* Continueously used to track & communicate team Velocity and Sprint/Release progress to the leadership
* Maintained & updated RAID tracker (Risks, Assumptions, Issues and Dependencies tracker)
* Active participant in Prod deployment activities by making sure that all teams are following Pre & Post Deployment checklist for the successful deployment in production
* Used to create and manage project/program resource loading and budget; reconciles budget monthly and communicates risks to Leadership
* ­Used to successfully map client’s requirements & organization goals by daily interaction with all stakeholders
* Supported dev team by conducting JAD (Joint Application Development) sessions to provide good understanding of what exactly the business wants the system to do/behave
* Engaged in Knowledge Repository preparation & regularly upation to help new team members for induction.

**Synechron Technologies Pvt. Ltd.****Title:** Mubadala Development Company (PARS application)**Designation:** Senior Associate **Role:** Scrum Master**Period:** Jan’17-May’18**Client:** Mubadala Development Company, UAE**Description**: Investment Risk Management System (IRMS): Mubadala Investment Company is a wholly owned investment vehicle of the government of Abu Dhabi, in the United Arab Emirates. Current Value of assets under the company management is AED 841 BN (i.e. USD $229 BN). It strategically invests worldwide in Asset Classes: Private, Public, Cash, Real Estate & Infrastructure, Alternatives.PARS FrontInvest App: Portfolio Analysis and Reporting System: Project tasks involve cash flow management, valuation, IRR calculations, reporting & dashboards. The requirement is to have a sophisticated data collation, portfolio analysis, modelling and reporting format in addition to graphical charts**Title:** United State Bank – U.S. Bank (Object Charlie application)**Designation:** Senior Associate**Role:** Scrum Master**Period:** Aug’15-Dec’16**Client:** U.S. Bank, US**Description**: US bank is a leading foreign exchange service provider and a leader in USA finance. This is the 5th largest banks in the United States. The company provides banking, investment, mortgage, trust, and payment services products to individuals, businesses, governmental entities, and other financial institutions. Current Value of assets under the company management is $495.426 BN. Object Charlie system is a desktop application; it is used for the execution of the Desk Trade. FX trades like FX Spot, Forward, Window Forward, SWAP are executed through Object Charlie system that handles their customers’ transaction and information needs. **Title:** Greenwich Associates **Designation:** Senior Associate**Role:** Scrum Team Member**Period:** May’14-Jul’15**Client:** London, UK**Tool:** Jeera, Qlikview server**Technology:** Agile Development/Functional Testing/ Database Testing **Description**: Greenwich Associates, part of CRISIL Limited (an S&P Global Company), is the leading global provider of data, analytics and insights to the ﬁnancial services industry. GA specializes in providing unique high value data and actionable recommendations to help our clients improve their business results. The project is based on QlikView reporting, clients register with Greenwich Associates and get market analysis reports and use them for market penetration & find out for more opportunities based on the peers performance.**CapGemini (I) Pvt. Ltd.****Title:** Morgan Stanley - State Street**Designation:** Associate Consultant**Role:** Scrum Team Member**Period:** Mar’13-Apr’14**Client:** Morgan Stanley, US**Tool:** Team Foundation Server (TFS)**Technology:** Agile Development/Functional Testing/ Database Testing **Description**: State Street provides custodian bank services, fund accounting (pricing and valuation), and administration services. State Street administers 40% of the assets under administration in the US mutual fund market. Global Services also provides outsourcing for operations activities and handles US$10.2 Trillion of middle-office assets. Morgan Stanley traders use Aexeo technology to capture trades that needs to be confirmed and settled by Citco application. It includes transaction types like: FX spot & derivatives Interest Rate derivatives & Public equities.**Title:** Morgan Stanley**Designation:** Associate Consultant**Role:** Scrum Team Member**Period:** Mar’11-Feb’13**Client:** Morgan Stanley, US**Tool:** Jira**Technology:** Agile Development/Functional Testing/ Database Testing **Description**: Morgan Stanley Investment Research Portal application is used by the expert analysts, economists, and strategist’s teams collaboratively to assist Morgan Stanley clients with investment decisions, using cash and derivative instruments across major asset classes and geographies.**Tech Mahindra****Title:** ANDES\_MDM\_PDMT (PPSR)**Designation:** Technical Associate**Period:** Nov’10-Feb’11**Client:** British Telecom (BT) London, UK**Technology:** Functional Testing/Manual Testing**FINO Ltd.****Title:** Central Enrollment Team (CET)**Designation:** Senior Executive**Role:** Test Analyst**Period:** Jul’10-Oct’10**Client Location**: Mumbai**Environment:** Windows, TestDirector8, SQL Server 2005**Technology:** Functional Testing/Manual Testing**Infosys BPO Ltd.****Title:** Warner Brothers Music Group (WMG), Reed Construction Data (RCD)**Designation:** Senior Process Executive**Role:** Test Analyst**Period:** Dec'07-Jul’10**Client Location**: US, UK**Environment:** Windows, Quality Center, SQL Server 2000**Technology:** Functional Testing/Manual Testing. |