

Nicolas CASEL



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Scrum Master / Agile Coach

Fostering adoption of Agile transformation

Responsible
Servant-leader
Empathetic
Teamplayer

AREAS OF EXPERTISE

Agile

- Scrum
- Lean
- DevOps
- Kanban
- SAFe
- Spotify

Thanks to several years of experience as web developer, take a central role in a cross function team building new digital services

Mentor and coach the team on Agile best practices, coupled with Agile ceremonies
Remove blockers that prevent progress of the team, measuring sprint progress and leading sprint reviews & retrospectives

Organize and lead Daily Scrums, Sprint Review, Planning and Retrospectives, Backlog Refinement, ensuring the commitments made are appropriate and uphold Scrum principles

Work with the Product Owner to understand the business priorities and items to be groomed in upcoming sprints

Support team building and development by utilizing the abilities and skills of individuals, which includes:

- empowering and supporting self-organization
- facilitating discussion and conflict resolution
- fostering a feedback culture

Management

- IT services
- Banking
- Public governance

Manage clients close relationship on a daily communication

Perform clients requirements analysis

Provide support and responsive communication to end-users, developers, project managers and stakeholders

Participate in functional working groups and progress meetings

Tasks distribution and monitoring, activity reporting

Ability to participate in multilingual meetings and give presentations

Technical skills

- programming
- CMS

Web development (HTML, CSS, Javascript, jQuery, PHP)

Databases (MySQL, Access)

The + : Visual Basic, Drupal, Wordpress, Confluence, JIRA, Agile Central

User Experience

- usability
- HCI

Activity analysis, benchmarking, audits, guidelines

Prototyping, users testing

Languages

French (native), English (fluent), German and Spanish (basic)

Certifications

Prince2 Practitioner, Professional Scrum Master I, Agile PM Foundation
Certified Professional for Requirements Engineering Agile Practitioner

EMPLOYMENT HISTORY

BNP Paribas Fortis – Agile Coach

Nov 2017 - current

Agile Coach within the BNPPF Belgium IT division, composed by 15 Tribes and 200 Squads:

- providing **leadership** across programs, mentoring and coaching to teams, programs, portfolios and executives
 - implementing **Agile methodologies** from the ground up; and from the top down able to interact comfortable across C-Level, program managers; and down to delivery teams
 - coaching multiple teams in the **principles of Agile** and the practices of Scrum, Lean, Kanban, SAFe and Spotify
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Altran Belgium – Team Leader / Agile Coach

Sept 2017 – Nov 2017

Team Leader and **Agile Coach** within the Talent Tribe, composed by Altran consultants working on internal missions and projects:

- **fostering Agile mindset** and implementing the Scrum framework via Scrum Ceremonies, Artefacts and Roles
 - implementing and leading daily use of a Digital Scrum / Reporting Board and a Wikis platform
 - **acting as Scrum Master and Product Owner** for some internal projects
 - reporting to Team Managers about improvement and increase of the delivery capacity
 - delivering specific training and coaching for consultants new or junior in Agile/Scrum
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European Commission – IT Manager / Scrum Master

Sept 2014 – Sept 2017

Management:

- acting as **Scrum Master** for two Development Teams
- monitoring L1 and L2 Support Teams solve support issues (+/- 100 p/w) and checking quality of work completed
- fostering adoption for **Agile mindset** and Scrum framework

Analyst:

- analyzing clients requests, setting **business and functional requirements**
- translating **conversations from technical to business** when liaising with stakeholders
- creating **User Stories**

Technical:

- **front-end programming** (HTML, CSS, Javascript) and administration for collaborative solutions: in-house web applications (10+), Confluence wikis (500+), WordPress blogs (20+)
 - providing insight, **guidance**, guidelines, **coaching** and training to stakeholders and end-users
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University of Cergy-Pontoise – Learning Technologist

Sept 2013 – Aug 2014

- **web development** (PHP, MySQL, HTML, CSS, Javascript, Moodle)
 - **facilitating integration of technology** into teaching, learning and community building
 - **providing daily advice** / help about how to find web resources of quality, to deal with social media, to benefit from some specific software, to master basic features on Office suite, to master our digital identity or personal branding
 - implementing eLearning on various ways: **MOOCs**, courses **content digitalization**, LMS (Moodle) administration, online tutoring
 - designing and achieving new ideas that **improve learning experience**, gathering feedback from students to improve their outcomes
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Digital Art and Animation School Les Gobelins - Business Information System Manager April 2012 - June 2013

Managing and improving the Business Information System from both functional and technical approaches:

- **web development** (PHP, MySQL, HTML, CSS, Javascript, Drupal)
- day-to-day maintenance and administration for the full BIS; managing and solving incidents
- **detecting business needs** and translating them into functional requirements
- upgrade third-party applications, deal with their vendor
- fit with educational environment, customize and deliver specific digital resources and software to teachers and students

EDUCATION

2 nd year level PhD in Media and Communication Université Paul Verlaine, Metz, France	2008-2009
Master 2 Ergonomics HCI - Université René Descartes, Paris, France	2004-2005
Masters Computer Sciences HCI - University of Limerick, Ireland	2003-2004
Bachelor Computer Sciences HCI - Université Paul Verlaine, Metz, France	2001-2003