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Delivery lead / Agile coach / Senior Project Manager

Despre mine

I bring expertise in driving organizational excellence through tailored processes, effective change management, and impactful coaching. With a preference for hybrid work, I collaborate with teams and leadership to achieve business goals through practical, sustainable improvements.

What I Offer:

1. Project Delivery & Process Management
 - Expertise in managing project delivery across diverse industries.
 - Designing and implementing scalable organizational processes beyond IT departments.
 - Deep understanding of process metrics and how to improve them to achieve better outcomes.
2. Organizational Design & Change Management
 - Aligning processes with business needs for measurable improvements.
 - Guiding organizations through transformational change for lasting impact.
 - Scrum: Implementation, coaching, and continuous support for product teams.
 - Kanban: Enhancing services using Kanban principles and practices.
3. Meeting Facilitation & Culture Enhancement
 - Designing and facilitating retrospectives, strategy sessions, and decision-making meetings.
 - Elevating organizational meeting culture with purpose-driven approaches.
4. Professional Coaching & Leadership
 - 1-on-1 coaching, team coaching, and agile coaching tailored to individual and organizational goals.
 - Specialized coaching for top management and conflict resolution.
 - Nurturing leadership capabilities and building high-performing teams.

Experiența profesională

34 ani
Feminin
Chișinău

in

TOP Competențe

- **Delivery** · 2 ani
- **Agile** · 1 an
- **Scrum** · 1 an
- **Kanban** · 1 an
- **Metrics** · 1 an
- **Jira** · 1 an

Preferințe

- Full-time
- Part-time
- Flexibil
- Hibrid (Oficiu/Acasă)
- Remote

Limbi

- **Română** · Nativ
- **Rusă** · Nativ
- **Engleză** · Fluent

Mentor in Project Management · TECH Women · Chişinău

Mai 2025 - Present · 4 luni

Competențe: Agile, Management de Proiect, Management, Mentoring

Delivery lead · Salt Edge · Chişinău

Iulie 2024 - Present · 1 an 2 luni

- Managing delivery for multiple products, ensuring timely and successful execution of initiatives and projects.
- Mentoring and leading the Delivery Managers' chapter to promote growth and delivery excellence.
- Collaborating with cross-functional teams to align priorities and resolve dependencies.
- Driving continuous improvement by optimizing delivery processes, describing and documenting them, and implementing Agile practices.
- Managing risks, resources, and stakeholder communication to maintain project alignment and efficiency.
- Supporting organizational change initiatives to enhance business outcomes.

Competențe: Delivery, Management, Management de Proiect

Mentor · FuryLab · Chişinău

Aprilie 2024 - Present · 1 an 5 luni

- Teaching and mentoring in modern management practices and not only: project management, agile, scrum, kanban, facilitation, coaching, leadership.

Participated as a guest speaker on Project management course.

Conducted a 2-days intensive course about Agile for beginners.

Agile coach · Salt Edge · Chişinău

Februarie 2023 - Iulie 2024 · 1 an 5 luni

- Mentored and led the Delivery Managers team, establishing personal development plans, setting clear goals, and defining measurable metrics to track progress.
- Taught and coached Agile practices, including Scrum, Kanban, facilitation techniques, and Lean principles, across the organization.
- Designed and implemented processes for Delivery and Product teams, introducing structured practices such as daily stand-ups, delivery reviews, retrospectives, refinement sessions, estimation techniques, Definition of Done, Definition of Ready, and OKRs for delivery.
- Configured and optimized Jira to support Agile workflows, ensuring consistent usage across teams.
- Introduced and improved delivery metrics, including cycle time, throughput, and velocity, to enable data-driven decision-making

and process improvements.

- Launched new teams, fostering a culture of collaboration, adaptability, and high performance.
- Managed conflicts and addressed resistance to change, ensuring smoother transitions during organizational change initiatives.

Key Achievements:

- Standardized Agile practices and processes across delivery teams (around 60 employees), achieving consistent adoption and use of Jira.
- Reduced delivery cycle time from 50 days to 14 days, significantly improving team efficiency and project delivery timelines.
- Ensured projects were delivered by deadlines, with enhanced predictability and quality.
- Built a cohesive Delivery Managers team, actively contributing to organizational change management and strategic initiatives.

Competențe: Agile, Scrum, Kanban, Delivery, Metrics, Jira

Scrum Master · Endava · Chișinău

Aprilie 2022 - Februarie 2023 · 11 luni

- Managing two scrum teams;
- Managing the dependencies and blockers.
- Monitoring teams' productivity and improving it;
- Planning the releases;
- Helping teams to estimate the backlogs and stick to the deadlines;
- Preparing new scopes for scrum teams;
- Preparing the project documentation;
- Reporting to the client.

Results:

Both scrum teams had successful releases of their scopes.

Agile coach / Delivery manager · Karuna Group · Chișinău

Iunie 2021 - Aprilie 2022 · 11 luni

As Delivery Manager:

- Improving process in technical department;
- Reduction of time-to-market
- Facilitation of team and organization meetings;
- Managing blockers and dependencies;
- Helping core teams to implement kanban practices;
- Managing the whole e2e flow of delivery;
- Managing and improving reports;

As Agile Coach:

- Implementing scrum in organization;
- Organizational trainings and webinars: scrum, facilitation, OKR, coaching.

- Implementing OKR for scrum teams;
- Launching product feature teams, using the scrum framework;
- Making roadmap for agile transformation;
- Coaching development teams;
- Coaching and mentoring junior scrum masters.

Results:

- Reduced time-to-market from 6 months to 1 month for service teams;
- Implemented scrum and launched scrum teams;
- Scrum teams started to release every sprint and tested some business features. It avoided using a wrong framework and losing more than 2 years of development;
- Created a roadmap for the organizational agile transformation;
- Implemented a dashboard with process metrics for every team.

Scrum Master / Delivery Manager · REG.RU · Chişinău

Februarie 2019 - Iunie 2021 · 2 ani 5 luni

As Scrum Master:

- Facilitation of scrum events, 1-on-1 with team members, facilitation of big strategic sessions;
- Coaching scrum teams;
- Helping teams to figure out and achieve their goals, using OKR;
- Helping Product Owners to manage product backlogs;
- Removing impediments during the sprints;
- Teaching people: scrum webinars, facilitation, OKR, coaching;

As service delivery manager:

- Improving mature scrum teams metrics with kanban method;
- Improving cycle time, time to market, throughput;
- Delivery and discovery process organization;
- Kanban method webinars;
- Metrics analytics, teams and process audit, creation of improvement plans;

As change agent:

- Coaching the organization and management in order to achieve strategic goals, using agile practices;
- Managing OKR process and helping teams to find their goals;
- Facilitation of big events: offline summits, online strategic sessions, retrospectives, workshops;
- Coaching scrum masters using eduScrum framework;
- Solving organizational obstacles in small teams;

Results:

- Delivery leadtime was improved from 60 to 20 days;
- Retests of features was reduced from 4 to 2 times, because of Definitions of Ready, Definitions of Done, Acceptance criteria;
- Implemented process dashboards at scrum masters department, in order to monitor the situation and create improvement plans;
- A new product launched to production from the idea and MVP, using scrum framework;

- The organization uses OKR framework to achieve strategic goals;

Quality Assurance Engineer · REG.RU · Chişinău

Aprilie 2017 - Februarie 2019 · 1 an 11 luni

Manual testing

Automated tests using WebdriverIO, JS, ruby

Working in scrum team

Acceptance e2e tests, API tests

Hosting Support Engineer · REG.RU · Chişinău

Mai 2013 - Mai 2017 · 4 ani 1 lună

Hosting technical support

Technologies: Ubuntu, CentOS, Apache, nginx, MySQL, bash, php, DNS

Servicedesk Operator · DAAC System Integrator · Chişinău

August 2011 - Aprilie 2013 · 1 an 9 luni

Answering and supporting clients via phone, mail, task trackers

Solving problems remotely

Windows, Office

Domeniul dorit

- IT, Tech

Studii: Superioare

International University of Applied Sciences

Studiez la moment

Facultatea: International Management

Specialitatea: International Management

Cursuri, training-uri

Kanban Systems Design

Absolvit în 2020

Organizator: Kanban University

Kanban System Improvement

Absolvit în 2020

Organizator: Kanban University

Erichson ASTH Coach

Absolvit în 2020

Organizator: Erickson International

High performance teams coaching

Absolvit în 2021

Organizator: Erickson International

PSPO I

Absolvit în 2021

Organizator: scrum.org

PSM I

Absolvit în 2019

Organizator: scrum.org

Kanban Management Professional

Absolvit în 2020

Organizator: Kanban University

Associate Accredited Coach

Absolvit în 2021

Organizator: International Coaching Federation

Management 3.0 Online workshop

Absolvit în 2020

Organizator: Anton Zotin

Kanban Coaching Professional

Absolvit în 2023

Organizator: Kanban University

ICP-ATF (Agile Team Facilitation)

Absolvit în 2023

Organizator: ICAgile

ICP-ACC (Agile coaching certification)

Absolvit în 2023

Organizator: ICAgile