Nelkinda
Software Craft

Coach for Agile / Software Craft

This position requires the coach to be good at software development and practices.

Work in an exciting environment on software projects from NGOs to Banks, from IoT to Cloud, with a culture that focuses on quality, teamwork, and individual growth.

🧟	Do not print this document. Don’t waste paper. Save the environment.

Who we are

Nelkinda Software Craft, founded in 2015, is a culture leader in quality software development. Through our project and coaching work, we are advancing the way organizations develop software. Our clients range from startups to multinational banks. Having organized, hosted, and supported more than 100 events in the software development community over the past 5 years, we are one of the most active contributors to the international software craft scene.

Job Brief

Industry	Computer Software, Training, and Consulting
Occupational Category	Agile Coach
Employment Type	Full-time employment, 40 hours per week
Job Location	India/Pune/remote
Date Posted	2021-02-23
Probation Period	6 months

Join Date	To Be Negotiated

Job Brief Description

🧙🏾‍♀️	Angel says: We also accept applications from applicants who do not satisfy all the aptitude requirements but have the right attitude to quickly upskill themselves.

Who you are

You are someone who uncovers better ways of developing software by doing it and helping others do it.

You should have experience in the following tools / frameworks / practices / languages

- Clean Code, Simple Design, Test-Driven Development, Continuous Integration, Continuous Design Improvement, Pair and Ensemble Programming.
- Scrum, Extreme Programming, Kanban, and Lean.
- Structured, object-oriented, and functional programming, design patterns, the SOLID and package principles, 4 rules of simple design.
- Branching strategies, especially Trunk Based Development.
- Using TIM WOODS/DOWNTIME to find and remove Muda in a process.

And also the following

- The attitude of embracing change and harnessing it for competitive advantage.
- Outstanding communication skills in English and the ability to work collaboratively.
- Passion for teaching others how to use structured approaches to solve problems and provide not only workable but also maintainable solutions.
- Strong analytical and reasoning skills based on the scientific method with an ability to structure and visualize processes and outcomes.

- An ability of not judging the tools and technologies by their age but by their usefulness and fitness for purpose, and knowledge of using old and new tools and technologies alongside each other to combine their strengths.
- An understanding that learning is a never-ending journey. Because of that, you are always eager to learn new tools and technologies. You keep in touch with the latest improvements of software engineering by reading books and blogs, following industry leaders on social media, and watching videos. You support team members and clients on their learning journeys.
- At least 10 years of work experience in software development and know several programming languages well.
- A degree in software engineering, computer science, mathematics, electronics engineering, or a related field, or equivalent work experience.

What you do / Responsibilities

- You work with international renowned organizations from industries like automotive and banking.
- You support these teams and organizations in their journey of becoming more agile by helping them identify and remove impediments that keep them from reacting to change quickly and gracefully.
- You help engineering to improve their capability to react to change by improving their technical agile practices.
- You help the business to improve its capability to react to change by improving their planning and work breakdown practices.
- You facilitate the learning journey.
- You answer team member questions.
- You identify and diagnose process issues and contribute towards resolving them.
- You train the team on each specific process step throughout the project lifecycle.
- You coach product owners in writing user stories.
- You mentor scrum masters to becoming coaches themselves.
- You instruct managers on the basics of Agile tools, such as Scrum, Extreme Programming, and Kanban.
- You write blog articles and present your favorite topics about agile software development within and outside the client environment.

What we offer

- The opportunity to work with a large variety of projects, clients, and technologies.
- A health insurance plan with family coverage.
- A detailed individual growth plan and support to help you become a better coach and distinguished expert for agile software development.
- An allowance for books, internet, conferences, and training.
- An environment that allows you to grow and shine as an individual in the international software craft community through our various event platforms.
- A value system that ranks principles and practices higher than tools and technologies.
- Opportunities to contribute to open source projects.

How to apply

- Send your application letter and résumé in PDF or XHTML5 format to career@nelkinda.com.

How we interview

- 60 minutes video call on Google Meet or Zoom.
- Offline coding assignment plus 60 minutes video call in which you have to explain your solution to the coding assignment.
- 120 minutes remote pairing session on Discord, Google Meet, or Zoom.

How to prepare for the interview

Make sure you have your laptop ready with a good webcam and microphone or headset and that video calls work, the audio is good, and you know how to share your screen. Test with a friend.

An interview is a mutual activity, prepare a list of questions you would like to ask. Here’s a reading list for your reference to prepare for the interview.

- Behavior Driven Development https://www.agilealliance.org/glossary/bdd/

- Cucumber https://cucumber.io/
- Extreme Programming https://www.agilealliance.org/glossary/xp/
- Flaccid Scrum https://martinfowler.com/bliki/FlaccidScrum.html
- Git https://git-scm.com/
- GitHub https://github.com/
- JUnit 5 https://junit.org/junit5/
- Manifesto for Agile Software Development https://agilemanifesto.org/
- Manifesto for Software Craftsmanship https://manifesto.softwarecraftsmanship.org/
- Principles of Object-Oriented Class Design http://butunclebob.com/ArticleS.UncleBob.PrinciplesOfOod
- Refactoring https://refactoring.com/
- Scrum https://www.agilealliance.org/glossary/scrum/
- Specification by example https://en.wikipedia.org/wiki/Specification_by_example
- Test-Driven Development https://www.agilealliance.org/glossary/tdd/
- The Four Rules of Simple Design https://martinfowler.com/bliki/BeckDesignRules.html
- The Three Laws of TDD http://butunclebob.com/ArticleS.UncleBob.TheThreeRulesOfTdd
- The Transformation Priority Premise https://blog.cleancoder.com/uncle-bob/2013/05/27/TheTransformationPriorityPremise.html
- Trunk Based Development https://trunkbaseddevelopment.com/