Agile Coach - US Informatics

Job ID: 201903-108196

Job Function
IT Portfolio and Project Management

Location
South San Francisco
California
United States of America

Schedule
Full time

Job type
Regular

Company/Division
Pharmaceuticals

Job Level
Individual contributor

The Position

Summary:
As Agile Coach who embodies the agile mindset, you work across the organization to bring this agile mindset to life. You help to ensure that our treatments reach patients faster by embedding agile methodologies and best practices into the way we work everyday.

Key responsibilities:

• Coach individual teams to set them up for success using the RemodelPI methodology:
  ○ Guide the development of overall squad/team/network purpose and objectives/goals
  ○ Help teams establish work rituals for execution of team’s objectives – teach, role model, facilitate and give feedback
  ○ Help break through team challenges by working with team and leadership to find new approaches and creative ways to move forward when challenged
• Understand business drivers, industry trends, organizational dynamics and interdependencies to appropriately help leaders prioritize organizational efforts and response
• Partner with Network and Chapter leaders to establish a healthy network ecosystem, facilitate learning and removal of impediments to progress
• Coach and advise leaders on agile leadership behaviors and practices
• Be an active member of the coaching community of interest

Additional responsibilities at the proficient level:

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Coach and mentor coaches-in-training and exercises significant latitude in determining objectives and approaches to coach-in-training assignments

- Serve as primary coach and/or consultant to senior leadership
- Establish scope and approach for coaching engagements of strategic importance or high complexity and significant impact on goals and objectives of US IX and beyond
- Serve as Coach and US IX Transformation Team spokesperson for the organization as needed
- Bring in and apply new concepts/strategies/tools as needed to customize coaching approach and New Ways of Working to leadership/network needs

Qualifications/Requirements:

- Bachelor’s Degree (Biology or Social Sciences discipline is a plus)
- Knowledge and Experience in fundamentals of the New Ways of Working Frameworks and Methodologies, such as: Agile (e.g. Scrum, DSDM, XP, Crystal etc.), Design Thinking, Lean / Six Sigma / Kanban, Lean, Product Development, Organization Development / Behavior, Business process design/management
- A professional coaching certification or agile coaching certification and at least 2 years experience as a practitioner
- At least 10 years of previous work experience, preferably including cross-functional project teams, consulting, process optimization and execution of business transformation
- Expertise and experience coaching teams and leaders across the org chart
- Robust understanding of the pharma/biotech/or related industry, Genentech's overall business model
- Comfortable with ambiguity, and ability to adapt to change and quickly changing priorities
- Ability to operate in a highly complex environment

#LI-CGMT1

Who We Are

A member of the Roche Group, Genentech has been at the forefront of the biotechnology industry for more than 40 years, using human genetic information to develop novel medicines for serious and life-threatening diseases. Genentech has multiple therapies on the market for cancer & other serious illnesses. Please take this opportunity to learn about Genentech where we believe that our employees are our most important asset & are dedicated to remaining a great place to work.

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