PAS Job Description Canvas
Job hunter: use this canvas to define your ideal job then share with potential employers
Employer: use this canvas to define the role and to find the ideal candidate

The
**Personal Agility
System**™

SCRUM AMBASSADORS

1a. Job Title	**2. Accountabilities**	**3a. Accountable to**
Chief Agility Officer	• The purpose of an agile transformation is to innovate more effectively and produce tangible results sooner. • The CAO is accountable for:	• The CAO is a member of and accountable to the Executive Committee (or whichever organ defines and implements strategy for the organization).
1b. One Line Description	• **Alignment:** Ensure that goals, values, and priorities are visible, understood and supported	**3b Measurements of Success**
• The CAO ensures the organization can rapidly and reliably generate value in the face of unknown and changing conditions.	• **Culture**: Ensure the culture is conducive to focus, fast learning, a rapid flow of information, and the ability to produce tangible results quickly • **Process and Structure**: Ensure that organizational structure and workflow support effective and efficient collaboration • **Responsiveness**: Ensure that both opportunities and impediments to success are quickly recognized and addressed	• **Time to market** from idea to ready for sale or use • **Responsiveness** -Time to recognize and remove impediments to producing value. Results produced in cadence. • **Confidence** – goals and objective are visible, understood. People are doing the right thing. • **Culture** Lack of pointless conflict or resistance, especially in the Executive Committee
4. Constituencies (provides service to)	**5. Supported by**	**6. Qualifications**
• Executive Committee and Board of Directors • Impediment Removal Teams, Agile Transition Teams, Functional Leadership, Product Leadership, Agile Leadership	• Executive Committee, who defines strategy and direction, reacts promptly, offers authoritative answers and decisions, removes obstacles, and manages outside stakeholders. • Operational Impediments Removal Teams, Agile Transition Teams, Scrum of Scrum Teams, Release Train Engineers, Agile Coaches and Scrum Masters who provide similar services as the CAO within their scope.	• Experience in a leadership role, preferably in a Board of Directors, Managing Board, or Leadership Team. • Deep knowledge of agile, lean, coaching, facilitation, and related methodologies, include their values, principles, practices • Ability to listen and learn effectively in complex situations • Ability to apply communication skills in high-stakes situations to facilitate optimal outcomes

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7. Does	8. Does Not	9. Engagement Level
- Have the necessary authority to deliver on their accountabilities - Ensure clarity, alignment, and communication - Facilitate workshops, retreats, and meetings for the Executive Board and/or Board of Directors - Create focus on tangible results - Create focus on those results sooner. - Coach board members individually or collectively - Create transparency on the company's performance - Ensure impediments and opportunities are addressed quickly at the appropriate level - Supports integration of companies acquired through mergers or acquisition	- Impose process - Make decisions for constituents	- This is normally a full-time position. - It may be a temporary assignment in the context of launching a transformation