

Janus Henderson Job Description

Corporate Title: Scrum Master

Department: Global Technology

Reporting Line: European Head of Trading & Compliance Technology

Location: London

Regulated Role: No

In-scope of Knowledge & Competence (MiFID II): No

The Company

Janus Henderson Investors is a leading independent global asset manager, dedicated to delivering the best outcomes for clients through a highly diversified range of actively-managed products.

We support our individual and institutional investors across a range of products, encompassing equities, fixed income, multi-asset and alternatives.

We are a team of independent and creative thinkers who work tirelessly to help our clients achieve their goals – and we do it by supporting a high-energy and collaborative culture that ensures our people love the place they work.

Janus Henderson is a truly global manager with US\$328.5bn¹ of assets under management. We have a diverse geographic footprint, employing over 2,000 staff in 27 office locations globally. Headquartered in London, we are dual-listed on the New York Stock Exchange and the Australian Securities Exchange.

¹Janus Henderson pro-forma AUM as at 31 December 2018

The Department

The IT department plays a crucial role in supporting the success of Janus Henderson. We are responsible for developing and implementing state-of-the-art software and processes to support our fund management, trading, compliance, distribution and operational areas and for maintaining a stable and resilient IT infrastructure platform.

The Global Change department has 100+ employees, running numerous change projects across all areas of the firm, including vendor implementations, regulatory change, in-house development, as well as overseeing change delivery from third party suppliers.

The Trading and Compliance Technology team works closely with all areas of the business including but not limited to front office, operations, legal, distribution, client services, client reporting, risk and as such have a broad remit and level of understanding.

Overview of the Role

Janus Henderson have adopted an Agile framework for change development and implementation. This agile framework is being used to transversally enhance the release cycle, leading to a more efficient and scalable environment.

As the Scrum Master you will be primarily responsible for building upon a new Scrum Structure framework. This will require running all scrum ceremonies and managing the day to day Trading & Compliance blockers to successful release. A successful scrum master candidate will provide oversight and guidance, whilst being responsible for the provision of MI to Scrum of Scrum management team. . Each scrum needs to provide quality and quantity from analysis to release and swat.

In the role you will be responsible for aligning to transversal scrum deliverables, ensuring changes can be delivered and working closely with the development teams to ensure that blockers are cleared. You must possess the ability to analyse requirements and succinctly define stories to enable successful development.

The role will not only need excellent problem-solving skills, but you should also be able to see the strategic impacts of any cross-team dependencies and escalate where necessary.

The role will require strong communication and leadership skills as regular reporting with senior stakeholders is expected globally with core impacted teams being in the UK, US, Singapore and Australia.

Duties and Responsibilities

- Define framework and standards for scrum
- Raise standards through mentoring existing scrum team on best practice
- Provide day to day management of the scrum using relevant aspects of the Agile framework
- Work with Scrum of Scrum release manager to provide a single functional release per sprint cycle
- Understand and drive change through the scrum team. Prioritise and manage associated risk and dependencies
- Implement standardised scrum reporting
- Chair the scrum team meetings delivering all relevant MI including but not limited to
 - Capacity planning
 - backlog prioritisation
 - Trend analysis and recommendations for improvements
 - Escalations requiring management support
- Support scrum deployment activities to global offices, creating an opportunity for like-minded scrum masters to share experiences and learn from each other
- Carry out additional duties as assigned

Supervisory Responsibilities

- None

Technical Skills and Qualifications

Essential:

- Wide experience of business analysis across a number of different systems and/or teams
- Strong understanding of Agile delivery methodologies as a Scrum Master
- High level of technical skill in use of business analysis techniques, methodologies and artefacts to support agile software development
- Have a strong understanding of financial products and processes used in Asset Management
- Strong abstraction, organization and simplification skills
- Excellent issues management with ability to keep all relevant parties focussed on delivery
- Experience of working in a global environment managing stakeholders across several time zones
- Strong analytical skills required, including a thorough understanding of how to interpret business needs and translate them into application and operational requirements.
- Recognise the importance of superior quality in providing a competitive edge
- Problem solving / analysis – understanding of complex issues and problems and able to identify practical / pragmatic solutions
- Taking responsibility for successful delivery
- Ability to work across functional teams

Advantageous:

- Experience with front office, operations, compliance, risk and performance team activities
- Proven ability to manage multiple assignments, priorities, and projects in a demanding environment
- Experience of working in a middle and back office outsourced environment
- Experience of delivering change in the front office on order management platforms
- Experience of delivering change related to market data

Competencies Required

- Strong leader equally comfortable facing off to stakeholders and directing service providers and internal teams.
- Excellent communication, presentation, influencing, and reasoning skills, demonstrating the ability to communicate information technology concepts to non-technology personnel

- Self-motivation and enthusiastic approach – a completer-finisher able to work on their own initiative with a focus and commitment to delivery
- Effective time management / planning – manages personal workload effectively, sets realistic and achievable targets and delivers to those targets
- Problem ownership – takes responsibility for identified issues and works to resolve in a pragmatic manner
- Client focused, committed to excellence, strong attention to detail and a team player
- Taking responsibility for successful delivery

Compliance Requirements

At a minimum the role will require you to:

- Place the interest of Janus Henderson's Clients first and always act in accordance with TCF (Treating Customers Fairly) principles
- Understand and follow laws and regulations applicable for your role, seeking the help of your supervising manager or Compliance if you would like further explanation or direction regarding this
- Understand and abide by all Janus Henderson policies applicable to your role, and ask for the support/guidance of the policy owner if you are unsure at any time
- You are ultimately accountable for your actions and responsible for seeking further information on any or all of the above as necessary.

We are an equal opportunity / Affirmative Action employer. All applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status.