

Salim Gomri

Agile Transformation Leader with 19 years of experience specializing in guiding organizations of all types toward large-scale agility. **Unique triple expertise:** certified coaching, organizational leadership, and technical foundations. **Founder of the Algile Manifesto** and creator of www.aigile.lu platform (Agile x AI intersection). Multi-sector specialization: Banking, fintech, startups, public research, distributed team scaling, executive strategic alignment.

KEY COMPETENCIES

Leadership & Transformation: SAFe (6 P.I. led), Scrum, Kanban, XP, Management 3.0
Coaching: Certified Professional, executive coaching, 150+ people mentored
Technical & Tools: JIRA/Confluence (Admin), T24, Salesforce, Regulatory compliance
International: 3-continent teams, French (C2), English (B2)

PROFESSIONAL EXPERIENCE

09/2016 - PRESENT

Senior Agile Coach & Transformation Lead

Banque Internationale à Luxembourg (BIL)

CONTEXT: Agile transformation of an international bank with regulatory compliance challenges and organizational silos.

ACTIONS & RESULTS:

- Executive coaching: Personalized coaching of executive committee, co-authored Target Operating Model (TOM)
- Large-scale deployment: Led 6 SAFe Program Increments, scaled from 1 to 8 agile teams
- Individual coaching: 150+ people mentored, created generalized agile culture
- Measurable impact: Significant improvement in predictability, quality, and delivery cadence

05/2014 - 09/2016

Multicultural Agile Team Leader Financière Média

CONTEXT: 12-person startup generating €12M revenue with distributed teams (Luxembourg, France, Brazil, Italy, USA).

ACTIONS & RESULTS:

- Process transformation: Replaced email-based system with structured Trello organization
- Strategic interface: Single point of contact between dev team ↔ CEO/CIO ↔ international clients
- Agile ritualization: Implemented daily scrums, reviews, backlog prioritization
- Business impact: Significant ROI, improved client

PROFESSIONAL EXPERIENCE

satisfaction, faster request processing

10/2011 - 04/2014

Chief Technology Officer & Co-Founder Kidoria

CONTEXT: Innovative "digital safe for children" startup in creation phase.

ACTIONS & RESULTS:

- Technical architecture: Designed and implemented complete infrastructure
- Organizational leadership: Defined agile methodologies adapted to early-stage startup
- Market visibility: Represented at major events (ICT Spring 2013, KidExpo)
- Solid foundations: Operational agile processes, strategic partnerships established

05/2011 - 10/2011 LUXEMBOURG, LUXEMBOURG

Senior Consultant & Scrum Master Adneom

CONTEXT: Consulting missions for international clients requiring expertise in agile methodologies and rapid adaptation.

ACTIONS & RESULTS:

- Conducted Scrum initiation workshops for diverse IT teams, improving productivity from first sprint
- Developed partnerships with multicultural clients, ensuring successful agile implementations and high client satisfaction

Multicultural Scrum Master & Research Engineer

Public Research Center Henri Tudor

CONTEXT: First establishment in Luxembourg to massively adopt Extreme Programming (XP) practices, pioneer in integrating agile methodologies in public research.

ACTIONS & RESULTS:

- Pioneer agile leadership: Managed several projects as Scrum Master, introducing agile methodologies in traditionally waterfall research environment
- Mobile innovation: Developed "Toolinnove", first

PROFESSIONAL EXPERIENCE

- project management application on iPhone 3 in Luxembourg
- Knowledge transfer: Created and delivered training, produced educational videos, documented agile practices for large-scale adoption
- Higher education: Guest professor in Master 2, teaching project management applied to video games
- Technical excellence: Implemented Extreme Programming (XP) practices, significantly improving code quality and delivery predictability

01/2004 - 04/2006 BELFORT, FRANCE

Software Engineer Alten

CONTEXT: Software development missions in traditional waterfall environments, providing technical foundation before agile transformation expertise.

ACTIONS & RESULTS:

- Technical foundations: Built solid programming and engineering skills that later facilitated credibility with technical teams
- Professional growth: Gained understanding of traditional methodologies challenges, laying groundwork for future agile advocacy

PERSONAL PROJECTS

2025

Founder - Algile Manifesto

Creator and Founder of the Algile Manifesto for AI-augmented agility. **Weekly LinkedIn thought leadership (Mondays 7:45 AM, 10+ articles published)**. Digital ecosystem creator: Built and owns aigile.lu platform. Pioneer positioning at Agile x Artificial Intelligence intersection. www.aigile.lu

2020

Product Manager Mentor - Openclassroom

Personalized mentoring of 6 students/professionals. Holistic coaching combining product management + agile principles.

2018 - 2023

Founder - Advent Of Agile

Themed calendar with 30 recognized agilists including Arie van Bennekum (Agile Manifesto co-signatory). International agile community recognition.

EDUCATION & CERTIFICATIONS

Certified Professional Coach (with honors)
ICN Business School/House of Training

Professional Scrum Master I (PSM I)
Scrum.org

SAFe Agilist (certification in progress)

Master's in Computer Science (with honors)
University of Toulouse

★ DIFFERENTIATING STRENGTHS

Unique Triple Expertise

- **Transformational leadership:** Strategic vision ↔ operational execution alignment
- **Professional coaching:** Certified approach, 200+ retrospectives facilitated
- **Technical foundations:** Technical team credibility, development challenges understanding

Multicultural Expertise & Innovation

- **International adaptation:** Distributed environment effectiveness, 3 continents
- **Change catalyst:** Resistance → adoption transformation, continuous improvement
- **Algile pioneer:** Agile x AI intersection, futuristic organizational vision

REFERENCES

Nicolas Schell - BIL

Charles-Henri Moore - Financière Média

Kamel Amroune - The Dots (Kidoria)