



ALDO CAUCHI SAVONA

Scrum Master & Change Management Consultant

CONTACT

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📅 **Date of Birth** 14/10/1978 | **Sex** Male

🇲🇹 **Nationality** Maltese

SKILLS

Web Development,
ASP.NET,
PHP, WordPress,
HTML, CSS, JavaScript,
jQuery, Vue.js.

Backend Development,
C#, PHP,
SQL Server, MySQL.

SEO link building and content organization,

Jira, Jira Automation & Confluence,

Jira Cloud Automation Rules,

Working with International, distributed, multicultural teams,

Photography.

PROFILE

Experienced Scrum Master and Change Manager with 15+ years of leading Agile transformations and improving team performance. Certified in **Scrum** and **Systems Thinking**, I bring a developer background and leverage technical expertise in software and web development to drive **scaled Scrum (Scrum@Scale)** initiatives. I've increased productivity by 30% through **Jira dashboard reports** and custom tools like a jQuery Jira API, while boosting sprint delivery by 25% through effective backlog management and coaching, fostering collaboration and transparency.

Co-founder of **Agile Malta**, I specialize in guiding organizational change, coaching distributed teams, and building high-performing, resilient teams. Proficient in **Jira, ASP.NET, HTML, CSS, JavaScript, C#, PHP, WordPress, MySQL, and SQL Server**, I combine Agile expertise with hands-on development to deliver sustained business value.

WORK EXPERIENCE

Scrum Master

eCabs Technologies Ltd. St Julian's, Malta 11/2021 – 03/2025

- **Increased team transparency and productivity by 30%** through the development of a Jira dashboard with report widgets and a **custom HTML tool using jQuery and the Jira API**.
- **Championed backlog management and sprint planning** using story mapping, improving sprint completion by 25%.
- **Established a Jira Service Management portal**, enhancing client communication and boosting bug tracking efficiency by 30%, while integrating **feedback loops** to improve client feedback communication.
- **Revamped inter-team collaboration through** targeted coaching, resulting in a 40% increase in impactful scrum meetings and accountability.
- **Facilitated cross-team dependency planning** and early sprint resolution to mitigate risks.

Software Developer to Scrum Master

NetRefer Ltd. Msida, Malta 11/2021 – 03/2025

- **Transformed personal challenges** following a severe car accident in 2014 into a catalyst for growth, using **Agile and Lean change management principles** throughout my recovery and rehabilitation journey.
- **Progressed from junior software developer to Scrum Master**, demonstrating

LANGUAGES

English – C2

Maltese- C1

Italian- B2

Russian – A1

French – A1

COMMUNICATION SKILLS

Active Listening,

Behavioral Psychology,

Emotional Intelligence,

Mentoring.

LEADERSHIP SKILLS

Lean-thinking & Systems-thinking,

Scrum & Scaled Scrum,

Stakeholder Engagement,

Collaboration,

Servant Leadership,

Bottleneck Removal.

ADDITIONAL INFORMATION

Co-Founder of Agile Malta to promote the Agile Mentality in Malta from 2008 to 2013.

Gave organised and held Agile Conferences,

Gave talks,

Provided Consultancy to various companies transitioning to the Agile mindset.

Restarted the Agile Malta LinkedIn Group with Agile and Systems-Thinking posts in 2025. ([Group Link](#))

resilience, leadership, and adaptability during a period of significant personal change.

- **Built automated testing frameworks** in **TypeScript** and **Node.js** using **Cypress.io**, significantly reducing defects and improving code reliability, which also served as a catalyst for implementing CI/CD processes.
- **Designed and implemented a change management system** on **Jira Cloud**, enhancing communication between IT and Product teams by 50%.

Web Developer & Content Manager

Self-employed

Naxxar, Malta

11/2018 – present

- **Conceived the idea for www.maltishlanguage.com**, and acted as Product Owner, leveraging experience from facilitating PO roles in other companies to guide the development from a proof of concept (POC) to a fully featured site, after validation from friends.
- Led the development of the site using PHP, PHPUnit, jQuery, HTML, CSS, and Bootstrap, ensuring a feature-rich and user-friendly experience.
- Optimized content for SEO, enhancing visibility and reach.

Photographer, Web Developer & Site Content SEO Management

Self-employed

Naxxar, Malta

11/2018 – present

- **Developed a minimalist, fast-loading WordPress website** by adapting a child theme, using **jQuery**, **CSS**, and **PHP** for optimal performance.
- **Conducted ongoing SEO reviews** and implemented content adaptations, leading to sustained SEO improvements.
- **Adapted a .NET C# open-source WebCrawler** into a class library for use with a Windows application, enabling website crawls, 404 link reporting, and link recurrence analysis to support SEO, with logic tested using **xUnit**.
- **Facilitated client collaboration** to define photographic requirements ahead of shoots and maintain **high energy and positive morale during sessions**, ensuring clients felt comfortable and happy throughout the process.

Technical Project Manager (Agile Coach & Scrum Master)

NetRefer Ltd.

Gzira, Malta

11/2013 – 09/2014

- **Pioneered a transformative company-wide Agile and Systems Thinking mindset**, fostering a culture of rapid learning, continuous improvement, and innovation.
- **Facilitated strategic conversations** with C-level executives, actively listening and promoting collaborative conflict resolution to align organizational goals.
- **Led monthly workshops** for development staff, deepening their understanding of Agile practices and driving ongoing improvements in team performance.
- **Merged QA and development teams** through cross-functional collaboration during a six-month transformation, streamlining workflows and increasing team cohesion.

Agile Developer, Team Leader & Agile Mentor

CCG Soft Ltd.

Naxxar, Malta

04/2010 – 09/2013

- **Introduced TDD** for web and Windows apps, boosting code integrity by 40%.
- **Led cross-functional teams** using Agile, improving feature delivery by 30% through sprint planning and task prioritization.
- **Mentored colleagues** in Agile practices, increasing productivity by 20%.
- **Architected and led the development** of a Windows-based backend system with SQL Server for a real estate company, integrating ASP.NET APIs.

Director & Software Developer

Traffic Ltd.

St. Julian's, Malta

12/2009 – 03/2010

- **Collaborated with clients** on proposals and negotiations, customizing software contracts to align with their needs and goals.
- **Developed key features** in .NET Windows applications (C#) based on client feedback and requirements.

Software Developer & Agile Coach

Uniblue Systems Ltd.

Msida, Malta

12/2008 – 12/2009

- **Spearheaded Agile transformation** across three software development teams, boosting productivity by 40% and reducing delivery times by 30%.
- **Led web development projects** and coached teams on Agile, ensuring consistent delivery and alignment with client goals.
- **Fostered cross-functional communication** and a culture of continuous improvement through regular retrospectives and team collaboration.

Web Developer & Distributed Team Scrum Master

MediaCatalyst Malta Ltd.

Sliema, Malta

04/2007 – 12/2008

- **Led stakeholder meetings** for the Malta segment of a distributed team, delivering five projects ahead of schedule.
- **Engineered the ASP.NET framework** for Sony Ericsson's support portal, applying Agile techniques to boost user engagement

Software Developer Contractor

NEM Software Ltd.

Mosta, Malta

04/2006 – 03/2007

- **Delivered software and database solutions** for various clients, gaining experience across diverse technologies and industries.
- **Encountered Agile and Scrum** during a pivotal Oracle database project in Berlin, marking a key career shift toward Agile development.

Freelance Web Full-Stack Development

Self-employed

Valletta, Malta

06/2003 – 09/2012

- **Collaborated with clients and stakeholders** to define project requirements and create site flow diagrams.
- **Built 40% of client websites** using WordPress (PHP, HTML, CSS, JavaScript, jQuery) and developed ASP.NET solutions with SQL Server when required.

Software & Web Developer

S.E. Link Ltd.

Santa Venera, Malta

06/2003 – 06/2006

- **Collaborated on custom client websites** using ASP.NET, JavaScript, and CSS, developing C# middleware and APIs as needed.
- **Led the development of the first Maltese e-commerce site** for the Manoel Theatre, integrating the BOV payment gateway via secure C# API calls.

Web Developer

www.Booking Ltd.

Sliema, Malta

11/1999 – 06/2003

- Engineered an online booking system using ASP Forms, HTML, CSS, and JavaScript as part of a development team

EDUCATION HISTORY

Systems Thinking Certification

– Mar 2025 - Apr 2025

www.udemy.com

Scrum@Scale Certification

– Feb 2020 - Apr 2020

www.scrum-institute.org

Scrum Master Certification

– Apr 2007 - Jun 2007

Sprint-IT, Malta

Diploma in Graphic Design

– Jan 2001 - Jun 2001

Deep Creations, Malta

BA in Artificial Intelligence

– Sept 1996 - Jun 1999

University of Sussex, Brighton, UK

BTEC National Diploma in Computer Studies – Sept 1994 - Jun 1996

Harvering College of Further and Higher Education, Essex, UK