



ALDO CAUCHI SAVONA

Scrum Master | Agile | Systems Thinking leader

CONTACT

📍 2, Bramasole, Triq Il-Barrakki tal-Melh, Salina, Naxxar, NXR 6040, Malta

☎ +356 7765-5791

✉ aldo@cauchisavona.com

🌐 www.cauchisavona.com

🔗 [LinkedIn Profile](#)

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

🏴 **Nationality** Maltese

SKILLS

SEO link building and content organization,

Jira, Jira Automation & Confluence,

Jira Cloud Automation Rules,

Working with International, distributed, multicultural teams,

Photography.

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

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

PROFILE

Experienced Agile Delivery Leader and **Certified Scrum Master (CSM, S@S)**, with **15+ years** enabling cross-functional software teams to deliver high-quality outcomes using Scrum, Kanban, and Systems Thinking.

Skilled in leveraging Jira for sprint tracking, project transparency, and continuous improvement across distributed and remote-first teams.

With a background in full-stack development (ASP.NET, JavaScript, C#, PHP, SQL) and a pattern-based systems approach, I bring strong facilitation, stakeholder communication, and servant leadership skills to guide delivery, even at scale. Co-founder of Agile Malta and an advocate for practical agility, I help teams clarify workflows, remove impediments, and grow into self-organizing units.

After a serious personal setback that temporarily paused my career from 2014 to 2017, I have been steadily rebuilding and refreshing my expertise in Agile, Scrum, Lean, and Systems Thinking. Recent certifications reflect this renewal and reaffirm my long-term commitment to continuous improvement.

WORK EXPERIENCE

Scrum Master & Delivery Facilitator

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.
- **Facilitated Product Owners** to better plan sprint and clarify what was required from team improving productivity by 20%.

Software Developer to Scrum Master

Known for applying systems thinking and pattern recognition to simplify complexity and drive effective cross-domain solutions

COMMUNICATION SKILLS

Active Listening,
Behavioural Psychology,
Emotional Intelligence,
Mentorings.

LEADERSHIP SKILLS

Lean-thinking & Systems-thinking,
Scrum & Scaled Scrum,
Stakeholder Engagement,
Collaboration,
Servant Leadership,
Bottleneck Removal.

EDUCATION HISTORY

Product Management First Steps

June 2025 – www.linkedin.com

Refreshed formal understanding after extensive hands-on experience since 2008.

Mindful Communication for Less Conflict and Stronger Relationships – June 2025 –

www.linkedin.com

Refreshed formal understanding after extensive hands-on experience since 2008.

Market Research Foundations – May 2025 –

www.linkedin.com

Emotional Intelligence for Beginners – Mar 2025 - Apr 2025

www.udemy.com

Refreshed formal understanding after extensive hands-on experience since 2008.

Systems Thinking Certification – Mar 2025 - Apr 2025

www.udemy.com

Refreshed formal understanding after extensive hands-on experience since 2008.

Scrum@Scale Certification – Feb 2020 - Apr 2020

www.scrum-institute.org

Certified Scrum Master (CSM) – Apr 2007 - Jun 2007

NetRefer Ltd.

Msida, Malta

03/2018 – 11/2021

- **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 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 and developed** www.maltishlanguage.com, acting as Product Owner and **applying Agile delivery principles** from prior facilitation experience to evolve it from a proof of concept into a fully featured, production-ready platform.
- **Led end-to-end delivery**, from idea and MVC (Minimal Viable Concept) to live site, with iterative enhancements and a feature roadmap in progress.
- Developed the platform using PHP, PHPUnit, jQuery, HTML, CSS, and Bootstrap, focusing on clean design, maintainability, and user experience.
- Applied SEO best practices to optimize content for discoverability and growth.

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%.

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

Havering College of Further and Higher
Education, Essex, UK

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](#))

In 2014, I faced a life-changing event
that strengthened my Agile mindset
and systems-thinking approach to
change. These tools were key in
helping me rebuild an independent,
healthy life faster than expected.

Following probation, I ideally will be
able to continue foreign rehabilitation
(outside the EU) for 1–2 months once
for twice a year, planned in advance
to align with team goals and avoid
disrupting delivery.

Authoring a book following y life
adaptation along with insights
received during the OBE which was
experienced, highlighting patterns
similar to change management.

- **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

Uniblu 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.

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.

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