MARCO HÄFNER

Agile Project Manager

CONTACT

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SKILLS

- ◉ Enterprise projects
- ◉ Innovative leadership methods
- ◉ Agile project management
- ◉ Solution oriented
- ◉ Communication & mediation
- ◉ Software development PHP | JS | SQL
- ◉ Fundraising | CRM expert

EDUCATION

◉ 2018
CodeFactory Wien
Full Stack Web Developer Bootcamp

◉ 2010
Technical University Cottbus
BA Culture and Technology

◉ 2005
Technical University Cottbus
BSc Information and media technology

LANGUAGES

- ◉ German (mother tongue)
- ◉ English (fluent)
- ◉ Spanish (beginner)

HOBBIES

- ◉ Table tennis instructor
- ◉ Dancing (Salsa and Bachata)

PERSONAL PROFILE

- Intensive experience with **hybrid**, **agile** and **classic project management**
- Inspiring **team leader** with outstanding leadership skills
- Implementation of **enterprise** projects
- Strong sense for **strategic decisions**
- Effective **stakeholder management** and customer focus
- **Growth mindset** and **prototyping** mentality
- Interest in **new trends and technologies**, rapid acquisition of new knowledge, continuous learning
- Expertise in **Open Source** development
- Proficient in **frontend** and **backend** web technologies
- Over a **decade** of **fundraising** and **CRM** experience

WORK EXPERIENCE

◉ **Project Manager and Agile Coach** | **2024 - now**
APG - Austrian Power Grid

- **Project leadership** and **project management** for **enterprise projects**
- **Agile** and **OKR Coach**
- **Project marketing**
- Introduction of a **train the trainer** framework
- **Workshop moderation** at enterprise level

◉ **Head of Software Development departement** | **2017 - 2024**
Greenpeace in Central- and Eastern Europe

- **Project management** and supervision of the migration to the open source CRM "CiviCRM" in 7 countries
- Establishment and leading of a **software development team** specializing in Web Development and Data Engineering
- Identified and seamlessly integrated new technologies to optimize **processes** and overall efficiency
- Introduced modern **Data Science** technologies
- **Product management** Civi**CRM** and its associated tools
- Actively fostered collaboration within the CiviCRM community, leading to the development of **innovative solutions**

◉ **Team leader CRM and project management** | **2011 - 2017**
Greenpeace in Central- and Eastern Europe

- **Project Manager** CRM migration from old Legacy CRM
- Implementing a **ticketing system** and an **agile framework** (Kanban, SCRUM, Design Thinking, and Agile Coaching)
- Conducted thorough **prototyping** to validate fundraising hypotheses effectively
- Established robust **test procedures** and quality standards to ensure comprehensive quality assurance
- Ensuring and adhering to schedules and budgets and creation of evaluations using **SQL and BI-Tools (OLAP)**