

Ismaine Ayouaz

IT & Organizational Transformation Leader · Agile · AI Enablement

EXPERIENCE

Associate Director – Agile & Transformation

Merck & Co., Inc. Jan 2023 - Present · North Wales, PA

- Lead Agile delivery and team effectiveness across three oncology marketing teams, driving continuous improvement and OKR alignment.
- Organized AI story-writing workshops and expanded GenAI training, helping teams identify and adopt practical AI use cases in regulated pharma environment.
- Conduct bi-annual team health assessments and implement team norms that build psychological safety while maintaining accountability for results.

Senior Technical Project Manager

Hornblower Group Feb 2022 - Jan 2023 · Remote

- Led Agile transformation for two teams transitioning from traditional project management to Scrum and Kanban.
- Partnered with executive leadership on Agile adoption strategy and mentored internal Project Manager into Scrum Master role.

Scrum Master

Stifel Financial Corp. Apr 2019 - Aug 2021 · St. Louis, MO

- Facilitated Scrum for cloud services and build engineering infrastructure teams across 16 people in financial services.
- Applied deep IT infrastructure background to bridge the gap between technical teams and Agile delivery practices.

Assistant Technical Manager

Washington University School of Medicine Dec 2014 - Dec 2018 · St. Louis, MO

- Managed enterprise-scale IT infrastructure supporting clinical and business operations in a \$1B+ revenue regulated healthcare environment.
- Maintained mission-critical systems portfolio including VMware, Citrix, OpenVMS clusters, and enterprise database environments.

EARLIER EXPERIENCE

Senior IT Manager · Coolfire Solutions	2013 - 2014
Network & Systems Manager · Media6, Paris	2004 - 2008
Network & Systems Manager · SAFT Batteries, Paris	2002 - 2004
Earlier IT roles in France & the US	1998 - 2002

EDUCATION

Executive MBA
Quantic School of Business
2018 - 2021

AI & LLMs Certificate
Quantic School of Business
2025 - 2026

B.S. Management Information Systems
Université Évry Paris-Saclay
2008 - 2010

CERTIFICATIONS

- Professional Scrum Master II (PSM II)
- Professional Scrum Master I (PSM I)
- Professional Agile Leadership I (PAL I)
- ICP-CAT · ICP-LPM
- BVSSH Advocate 2026
- ITIL Foundation V3

OPEN TO OPPORTUNITIES

Seeking a senior leadership role where I can help an organization build better teams and products, with Agile and AI as the foundation, not the goal.

- North Wales, PA - Open to hybrid / remote
- Director / VP level
- US - Open to France / Europe

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