



# Find A New Job

Advancing Your Career in 2026

V. Lee Henson – CST, PMP, PSM, DASM

# How Do I Find Him?



- Over 1530 Episodes Published
- Always 15 Minutes or Less
- Agile Expert Series
- Published Every Monday – Friday
- Available on AgileDad.Com or...

V. Lee Henson

LinkedIn:

All Info For Lee:





## V. Lee Henson

Since 2012 AgileDad has been transforming companies to meet the needs of a rapidly changing Agile ecosystem.

Celebrated globally for his unique, psychology-based approach to achieving business agility, V. Lee Henson, President of AgileDad, has graced the pages of Bloomberg, Fortune, and the Wall Street Journal, and appeared on networks like Lifetime and Fox News Business. Known as the Brad Pitt of Agile for his dynamic presence, Lee is the brain behind innovations such as Rapid Release Planning and The Team John Concept, and the voice of the award-winning Agile Daily Standup Podcast on Spotify. Whether delivering electrifying keynotes or engaging breakout sessions, Lee's pragmatic and humanized strategies are transforming organizations and teams worldwide.





**HIRING**

AGILE

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## **Understanding The 2026 Job Market**



# Understanding the 2026 Job Market

The 2026 job market is being shaped less by *where* work happens and more by *how value is created*. Remote and hybrid work have stabilized into standard operating models rather than competitive perks.

Employers now prioritize **adaptability, digital fluency, and AI leverage** over physical presence.

Artificial intelligence is no longer viewed as a specialized skillset, it is rapidly becoming a **baseline productivity expectation**. High-performing candidates are those who demonstrate the ability to work *with AI* tools to accelerate research, decision-making, communication, analysis, and execution.

Hiring strategies have also evolved. Many organizations are shifting toward **skills-based hiring**, placing greater weight on demonstrable capabilities, portfolios, and practical experience rather than titles or tenure alone. Career paths are becoming more dynamic, with lateral moves, project-based work, and internal mobility increasingly common.

Across industries, employers are actively seeking professionals who combine **domain expertise + technology comfort + problem-solving ability**. The most resilient candidates are those who continuously modernize their skills rather than relying on static credentials.



# Where To Look For Roles & Connections

Traditional job boards remain relevant, but candidate behavior and recruiter behavior have changed:

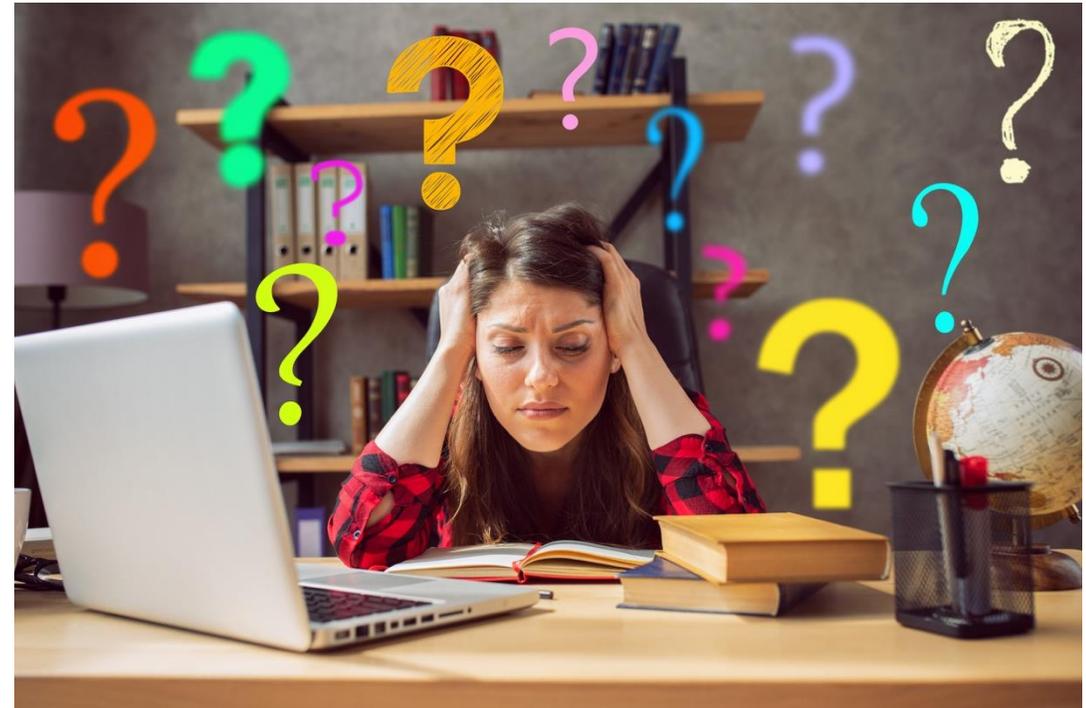
**Indeed** – Still one of the largest sources of active job listings and recruiter searches

**Monster** – Continues to serve broad job discovery needs

**FlexJobs** – Strong option for remote and flexible work arrangements

**LinkedIn** – The dominant platform for visibility, credibility, and recruiter engagement

Beyond these, serious candidates are also tracking company career pages and niche, industry-specific boards (for example, green energy, MedTech, AI, or fully remote work) where high-quality roles often appear before they hit the major aggregators.



# The Agile Job Market...

Courtesy of Indeed.Com February 2026

## QUICK Agile Job Facts

- Indeed has 104,610 Agile jobs available
- The salary range is from 95K to 212K based on listings with salary estimates listed
- MOST Positions were looking for candidates with 5+ Years of Agile/Scrum Experience
- Over 83% of the jobs listed called out at least one certification as required

Summary: There are PLENTY of jobs out there both in-office and remote work opportunities. MOST organizations have found that Agile helps guide them towards success.



# Let's Break It All Down

The Stats – Courtesy of Indeed.Com



## Experience Breakdown:

Entry Level – 5,230

Mid Level – 67,996

Senior Level – 21,384

Remainder were undeclared

## MOST Popular Certifications Requested:

CSM or CSPO – Scrum Alliance – 40,891

SAFe – Scaled Agile – 1,232

PSM or PSPO – Scrum.Org – 346

86,826 Called out Agile/Scrum Certification Preferred

**86,826 of the 104610 jobs listed asked for certification, leaving 17,784 that did not**

**Roughly 83% of job postings ask for a Cert.**

# What About The Rest?

Believe it or not, when browsing job listings, the absence of certification requirements often has **less to do with Agile maturity and more to do with market noise**.

In 2026, several patterns continue to distort job postings:

- **Not Truly Agile Roles**

Many positions reference Agile terminology, yet the responsibilities remain entirely traditional command-and-control delivery models, rigid scope management, and waterfall expectations wrapped in Agile language.

- **Certification Blind Spots**

Hiring managers and recruiters are increasingly overwhelmed by the expanding certification landscape. Many simply default to broad experience requirements instead of specifying credentials they may not fully understand.

- **AI-Generated Job Descriptions**

This is a new 2026 twist. With AI tools now widely used to draft postings, generic or poorly aligned descriptions have multiplied. AI accelerates creation, but does not guarantee accuracy or role clarity.

- **Market Evolution Toward Skills Signals**

Some employers are deliberately moving away from strict certification filters in favor of demonstrable competencies, portfolios, and real-world outcomes, especially in product, delivery, and technology roles.



**AGILE TRANSFORMATION**





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## **Self-Assessment & Goal Setting**



# All About Self-Assessment

Before launching a job search in 2026, candidates must evaluate not only their strengths and gaps, but also their **market relevance and adaptability**. Employers increasingly value demonstrated impact, learning agility, and the ability to leverage AI-enabled tools. Self-assessment now extends beyond skills into visibility, positioning, and value articulation. Frameworks like SWOT remain useful, but should be complemented with evidence-based reflection: What problems do you solve? What outcomes have you driven? Define clear, measurable career targets while staying flexible to emerging roles and hybrid opportunities.



# SWOT Analysis

## Self Assessment

**MY FACILITATION GROWTH PLAN - 1**

Date: \_\_\_\_\_

The range & diversity of my toolkit of facilitation processes & techniques

Super strong  
Strong  
Doing OK  
On my way  
First step

How I feel about my career / business growth

My experience - opportunities to practise facilitation

How often I feel in 'flow' or 'in the zone' when I'm facilitating

My wellbeing at work

How confident I feel about my authentic, signature facilitation style

How happy I am with my network of other, mutually supportive facilitators

How confident I am that things change AFTER my events

How happy I am with my workshop design process

How well my events achieve their purpose on the day

My productivity & time management

How well I feel I keep delegates engaged

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IDEA TIME ACADEMY

Before diving into the job hunt, it's vital to understand your strengths, weaknesses, and career aspirations. Tools like the SWOT analysis can help in assessing your skills and interests. Setting SMART goals can provide clarity and direction in your job search. Reflect on your past experiences and how they align with your future career goals.

- **Strengths:** These are internal attributes and resources that support a successful outcome.
- **Weaknesses:** Internal factors that might hinder the achievement of an objective.
- **Opportunities:** External factors that the organization could exploit to its advantage.
- **Threats:** External challenges the organization might face that could impact its success.

# Set SMART Goals

## Strategic Planning

- SMART is an acronym used to guide goal setting and stands for Specific, Measurable, Achievable, Relevant, and Time-bound. SMART criteria are applied to ensure the goals are clear and reachable, and they provide a way to assess the progress towards the achievement of these goals.
- **Specific:** Goals should be clear and specific to focus efforts and feel truly motivated to achieve them.
- **Measurable:** Goals should be measurable so that you can track progress and stay motivated.
- **Achievable:** They should be realistic and attainable to be successful.
- **Relevant:** Goals should be relevant to the direction you want your life or work to take.
- **Time-bound:** Goals need a target date so that you have a deadline to focus on.





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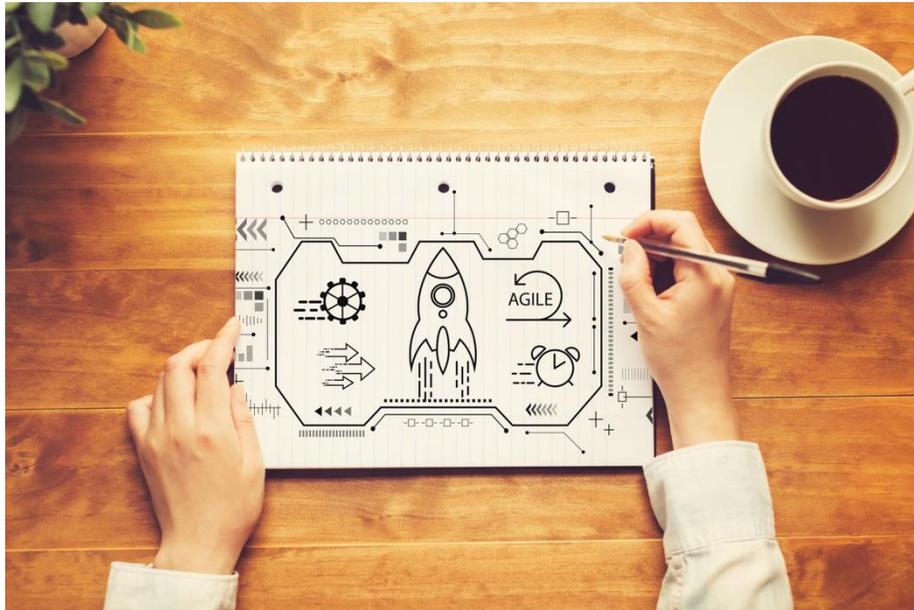
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**Build Relevant Skills**



# Build Relevant Skills

Upskilling is NOT Optional



In the 2026 workforce, skill relevance and continuous learning are critical career advantages. Upskilling is no longer just about acquiring new knowledge, but about increasing **practical value and adaptability**. Employers prioritize candidates who combine domain expertise with AI fluency, digital collaboration, and problem-solving capability. Technical skills, business acumen, and human-centered abilities such as communication, decision-making, and leadership all remain essential. Modern professionals increasingly leverage on-demand learning, micro-credentials, and hands-on experimentation to remain competitive in a rapidly shifting landscape.

# Top 5 Advantages Of Having Agile Certifications

1. Credibility & Risk Reduction
2. Stronger Recruiter Visibility
3. Compensation Leverage
4. Market Differentiation
5. Advanced credentials allow for an accelerated path for growth



# Much Like A College Degree

Willingness To Learn...



- Employers increasingly rely on signals of capability, not just experience
- Certifications demonstrate adaptability in a rapidly changing, AI-influenced workplace
- They provide standardized credibility in skills-based hiring environments
- Certifications help reduce perceived hiring and onboarding risk
- They improve discoverability in AI-driven recruiting and filtering systems
- Certifications support career mobility across roles, industries, and delivery models

# Which Certification Should I Choose?

So Many Certifications...

## Three Considerations

- 1) Begin With a Foundations Course
- 2) Choose a role specific certification
- 3) Go for advanced certifications
- 4) Seek out Micro-credentials

By way of example, according to the Scrum Alliance, they have issued over 2.1 million certifications. About 10% of certificates went for advanced level certifications. Less than .001% of certs were issued for Guide Level Certifications

There are less than 100 Active Certified Scrum trainers WORLDWIDE!



ADVANCED  
CERTIFICATES  
GIVE YOU  
THE  
ADVANTAGE

# Begin With The End In Mind...

What are you trying to achieve?



- Choose Certifications based on your job
- Start with the Agile Foundations Course
- If your job is 100% software related, you may consider getting the PSM or PSPO
- If you will be applying Agile outside of software with some software components, consider the CSM or CSPO
- Once you have gained experience and your organization has well established foundational Agile, consider the SAFe Path
- If you are doing a lot of work with government entities, you may want to consider also getting the PMP Credential
- Go for Advanced Credentials as soon as you qualify to learn the latest techniques and stay current in your Agile journey.

# AI For The WIN!

AI Makes ALL The Difference



- **AI Fluency = Career Insurance** – Professionals who effectively leverage AI tools consistently outperform peers in speed and output.
- **Productivity Multiplication** – AI amplifies research, analysis, writing, planning, and decision support across nearly every role.
- **Hiring & Promotion Advantage** – Employers increasingly favor candidates who demonstrate practical AI-assisted workflows.
- **Role Expansion, Not Replacement** – AI shifts work toward judgment, creativity, and problem-solving rather than eliminating value.
- **Learning Velocity Boost** – AI dramatically shortens skill acquisition cycles and knowledge gaps.
- **Competitive Differentiation** – AI-enabled professionals deliver higher impact with fewer resources and less friction.



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## Networking & Personal Branding



# Networking & Personal Branding

Your Network = Your Net Worth

In 2026, networking and personal branding are no longer optional, they are central to career mobility. Visibility, credibility, and digital presence heavily influence recruiter engagement and opportunity flow.

Platforms like LinkedIn function as active talent marketplaces where relationships, content, and expertise signals shape professional perception.

Personal branding now extends beyond resumes into consistent value communication: how you demonstrate knowledge, share insights, and position your capabilities across digital channels.

Strong networks increasingly drive referrals, trust, and access to roles that never reach traditional job postings.



# The Internet Tells Your Story

Social Sites Matter

1. Clean Up ALL of Your Social Media
2. Update Your Resume (Multiple)
3. Update Your LinkedIn Profile
4. Network With Family & Friends
5. Reach Out To Professional Recruiters

Be smart about what you post and who you affiliate with. Companies use Social Media as part of the process!





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## Effective Job Searching Techniques



# Effective Job Searching Techniques

Where do I begin?

Leveraging job boards like Indeed and Glassdoor is a good start, but don't overlook the power of networking and referrals. Tailoring your resume and cover letter for each application is crucial. Also, consider utilizing social media platforms to showcase your professional expertise and connect with potential employers.

Find ways to give back by volunteering time to your local Agile Meetup, PMI Chapter, IIBA, or ACMP Chapters. Assist at local conferences and make your presence and the fact that you are seeking a new opportunity well known.

Take on an internship at a company that you love to get your foot in the door and network your way into an ideal position from there.



**MORE  
THAN  
CLICKING  
APPLY**



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## Preparing For Interviews

# Preparing For Interviews

Preparation is key!



Whether it's a virtual or in-person interview, preparation is key. Research the company and the role thoroughly. Practice answering common interview questions and use the STAR method for behavioral questions. Remember, the interview is also an opportunity for you to assess if the company aligns with your career goals.

# The 5 Key Takeaways

Get or Advance your career:

- 1) Be persistent and remain optimistic
- 2) Stay adaptable and keep learning
- 3) Actively network and volunteer
- 4) Social media matters
- 5) Your network = Your net worth





THANK YOU FOR ATTENDING!

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