

Scrum Master

Reports to: Director of Agile.

Main interaction with: Development Team, Scrum Masters, Tech Leads, Account Managers.

RESPONSIBILITIES

Goal

Help the Team adopt Scrum in a way that continuously improves the team's capability to effectively self-organize in addressing complex problems through empiricism to maximize the generated business value.

Technical

- Collaborate with Account Manager in project scope and timeline.
- Coordinate sprints, retrospective meetings and daily stand-ups.
- Coach team members in Agile frameworks.
- Facilitate internal communication and effective collaboration.
- Work with product owners (client advocates) to handle backlogs and new requests.
- Monitor and collaborate with the progress of the sprint backlog. Check and follow up issues are.
- Follow up directly using other channels if issue in sprint is not updated appropriately
- Analyze team metrics during the sprint.
- Resolve conflicts and remove obstacles that occur.
- Help teams implement changes effectively.
- Ensure deliverables are up to quality standards at the end of each sprint
- Guide development teams to higher scrum maturity.
- Help build a productive environment where team members 'own' the product and enjoy working on it.

The Scrum Master serves the Scrum Team in several ways, including:

- Coach the team members in self-management and cross-functionality.
- Help the Scrum Team focus on creating high-value Increments that meet the Definition of Done.
- Cause the removal of impediments to the Scrum Team's progress.
- Ensure that all Scrum events take place and are positive, productive, and kept within the timebox.
- Lead and coach scrum adoption.
- Plan scrum implementation.
- Implement changes and steps to increase the team's productivity.
- Collaborate with other scrum masters to improve the methodologies' efficiency.

The Scrum Master serves the Account Manager in several ways, including:

- Help find techniques for effective Product Goal definition and Product Backlog management.
- Help the Scrum Team understand the need for clear and concise Product Backlog items.
- Facilitate stakeholder collaboration as requested or needed.
- Find methods to effectively manage the product backlog.
- Help communicate the owner's wishlist to the project team.
- Arrange and optimize product backlog.
- Organize scrum events as necessary.

The Scrum Master serves the organization in several ways, including:

- Lead, train, and coach the organization in its Scrum adoption.
- Plan and advise Scrum implementations within the organization.
- Help employees and stakeholders understand and enact an empirical approach for complex work.
- Remove barriers between stakeholders and Scrum Teams.

QUALIFICATIONS

- Experience in a scrum master role.
- Familiarity with software development.
- Excellent knowledge of Scrum techniques and artifacts (such as definition of done, user stories, automated testing, backlog refinement).

- Good knowledge of other Agile frameworks.
- Excellent communication and servant leadership skills.
- Problem-solving and conflict-resolution ability.
- Outstanding organizational skills.
- Degree in Computer Science, Business or similar field is a plus.
- Scrum master certification is a plus.
- Demonstrated ability to work with all levels of management and across multiple functional areas.
- Attention to detail and ability to stay organized in a fast moving environment.
- Strong ability to follow and provide priorities visibility to meet deadlines.
- Ability to be personable and approachable with coworkers.
- A passion for working with people to help them succeed/grow, while building strong and long-lasting relationships with them.