

# Scrum Master

## Job Description

<b>Reporting To:</b>	RTE
<b>Responsibility for Others:</b>	N/a
<b>Location:</b>	Horsham / Brighton
<b>Hours of Work</b>	Monday to Friday 9.00am to 5.30pm with 1 hour for lunch
<b>Any Special Requirements</b>	N/a

### Overall Purpose of the Job:

- Ensuring that their Agile Development Team(s) adhere to agile values and principles, and follow SAFe processes and practices as agreed by the organisation

### Key Activities & Responsibilities:

- Act as Scrum Master for a development team.
- Improve current agile processes and culture around the team's activities
- Ensure impediments to Agile Development teams are cleared to allow unfettered delivery of software; protecting the team from outside interruptions and distractions
- Ensuring good relationships between the team and others outside the team
- Establishing an environment where the team can be effective
- Guiding the team as to how to self-organise
- Addressing team dynamics

### Required Skills/Experience:

- Experienced Scrum Master – at least two years in the role for a software development team that was applying Scrum principles, practices, and theory
- Good skills and knowledge of servant leadership, facilitation, situational awareness, conflict resolution, continual improvement, empowerment
- Knowledge of various well-documented Agile techniques (example: burndown reporting, various retrospective formats etc).
- Conceptual understanding of development processes and technologies, such as GIT and microservices
- Strong written and presentational skills

**Desirable Skills/Experience:**

- Scrum Master certification (CSM)
- Knowledge of other Agile approaches e.g. SAFe, Kanban, XP
- Financial Services industry experience
- Educated to Bachelor Degree level

**Personal characteristics:**

- Effective organisational skills
- A passion for Agile and the Scrum Master role
- Highly motivated with an attention to detail
- Ability to motivate others
- High level of verbal and written communication skills
- Strong interpersonal skills
- Strong ability to work as part of a team
- Comfortable working with senior stakeholders

Last Revised 18/12/18