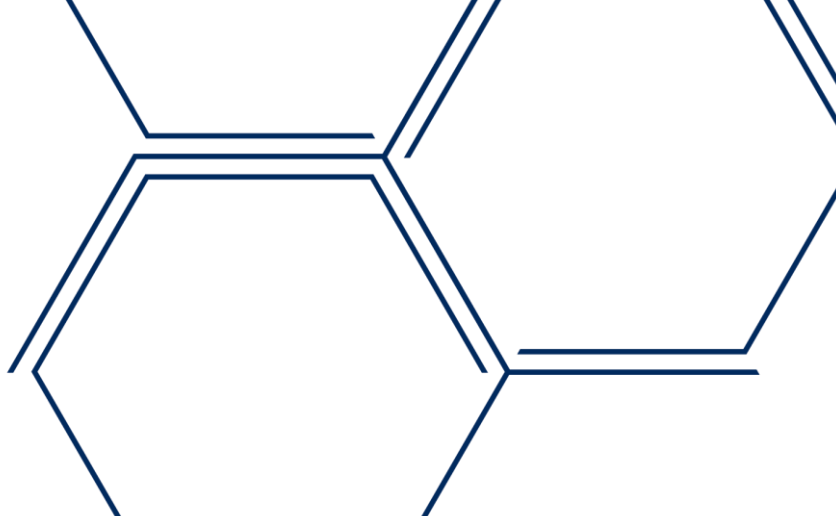


# Scrum Master

## Job Description



### **Who We're Looking For**

We are looking for a Scrum Master to ensuring that their Agile Development Team(s) adhere to agile values and principles, and follow SAFe processes and practices as agreed by the organisation

### **About Benchmark Capital**

Benchmark Capital powers financial advisers through insight and integrated tools, services and investment solutions that help them differentiate their client proposition.

Helping advisers to look after their clients is at the centre of everything we do. Our award-winning solutions support over 150 advice firms, with £17.1 billion of assets under advice<sup>1</sup>

With a technology-led ecosystem of regulatory, platform, and investment services, and our own financial planning business, our approach is guided by delivering safety and security for customers and focused on positive client outcomes.

We believe that first-class client service and integrated technology are essential components for long-term success. Our seamless, holistic approach works in harmony both to empower advisers and their clients and to generate tangible financial and competitive advantages.

We work with some of the most successful financial planning firms in the UK, bringing the power of technology to advice and wealth management

<sup>1</sup>As at 31.03.21

### **The base**

You'll be based at our Broadlands Business Campus near Horsham in West Sussex. It has high standards and international reputation, without being in the city: a big, countryside campus means life will feel a little different.

We support our offices by using cutting edge software and hardware and our spacious campus facilities mean there's a great working environment for the team. With an on-site restaurant, coffee shop and gym, our campus has much to offer. And commuters can relax on our dedicated regular shuttle bus to and from Horsham's main line train station.

We know that helping you balance personal and professional commitments is a big part of that, so we're open to flexible working. Many of our staff work flexibly in many different ways, including part-time. Please talk to us at interview about the flexibility you need.

### **What You'll Do**

- 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

### **The Knowledge, Experience And Qualifications You Need**

- 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

### **The Knowledge, Experience And Qualifications That Will Help**

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

### **What You'll Be Like**

- 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

### **We're Looking For The Best, Whoever They Are**

Benchmark Capital is an equal opportunities employer. You're welcome here whatever your socio-economic background, race, sex, gender identity, sexual orientation, religious belief, age or disability.

**Important Information:** Issued by Benchmark Capital Limited, Broadlands Business Campus, Langhurstwood Road, Horsham, West Sussex, RH12 4QP. Registration in England No 09404621.