

Scrum Master

Come join our world of Agile and self-organising teams! We expect the teams to take ownership of their own processes and do whatever they need to deliver great software, continually learn and hold true to the Agile Manifesto. The point of this role is to help them do just that.



Job Title

Scrum Master

Reason for Vacancy

Resignation

Reporting to:

Programme Manager



Main purpose of this position

In this role you will work day-to-day with cross-functional, co-located development teams and their Product Owners (POs). You will bring your experience, fresh ideas and creative thinking to support and foster the positive evolution of their practices. You will focus on guiding them towards improving the way they work to achieve team goals and you will facilitate the teams' key events. You will support the Programme Manager in the job of driving delivery within the teams and communicating the Product Roadmap to the rest of the Business.

Key Deliverables and Weighting

- Doing everything possible to ensure that our clients and other stakeholders are delighted
- Facilitating the Agile ceremonies for several teams and encouraging discussion, decision making and conflict resolution
- Providing regular feedback on delivery, impediments and team health to the Programme Manager.
- Guiding the team on how to interpret and apply Lean-Agile and Scrum practices and values
- Guiding the team on how to get the most out of self-organisation

For more information, or if you have any questions, please contact: Candice Clark candice.clark@adaptit.co.za | 011 507 0134

- Assessing the maturity of the team and coaching the team to higher levels of maturity, at a pace that is
 - sustainable and appropriate for that team
- Removing impediments or guiding the team to remove impediments
- Building a trusting and safe environment where problems can be raised with an emphasis on problem
 - solving and resolution
- Facilitate getting the work done without coercion, assigning, or dictating the work
- Cultivating discussion, appropriate decision-making, and amicable conflict resolution
- Assisting with internal and external communication, improving transparency and radiating information
- Supporting the Product Owners, especially with respect to grooming and maintaining the product backlog
- Providing support to the team using a servant leadership style and leading by example
- Build a trusting and safe environment where problems can be raised without fear of blame or retribution,
 - with an emphasis of problem solving
- Assist with internal and external communication, improving transparency and the flow of information.
- Reporting on team and delivery stats on a regular basis

Management Level and Details of the Management Component of this role

This is an individual contributor role and will evolve into a leadership role.



Technical Knowledge, Skills and Abilities

- Understand Agile/Scrum/SAFe® processes and methodologies and can speak intelligently about them and leverage other techniques to provide value to a team/enterprise
- Understand and drive the value of commitment to delivery made by a development team
- Familiarity with software product and services orientated environments
- Ability to interpret information and present it in an understandable format



Behavioral / Soft Competencies, Skills and Abilities

- Strong organizational skills – Self-organised and can organise others
- Diligent Work Ethic and positive attitude
- Trustworthy and honest in the handling of cash/finances (including financial information)
- Strong interpersonal skills, problem solving, and attention to detail
- Enjoys working with others but also comfortable working independently
- Strong communication skills - written, in-person, phone
- Communicative and social – Must be able to communicate well with teams
- Facilitative – Must be able to lead and demonstrate value-add principles to a team, someone with a people flair that is a straight talker

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- Assertive – Must be able to ensure Agile/Scrum concepts and principles are adhered to, must be able to be a voice of reason and authority
- Situationally Aware – Must be the first to notice differences and issues as they arise and elevate them to management
- Enthusiastic – Must be high-energy
- Continual improvement – Must continually be growing your craft, learning new tools and techniques to manage yourself and a team
- Conflict resolution – Must be able to facilitate discussion and facilitate alternatives or different approaches
- Attitude of empowerment – Must be able to lead a team to self-organisation
- Attitude of transparency – Must desire to bring disclosure and transparency to the business about development and grow business trust



Computer skills And knowledge

- A solid understanding of the processes required to build software / systems
- Intermediate to advanced capabilities using Jira and / or Pivotal for monitoring development operations
- Microsoft Office Suite
- Experience using CaseWare software would be an advantage.

Details of Experience:

Essential requirements:

- 3-5 years' experience driving delivery in a software development environment
- 3 years' experience as scrum master
- Good skills and knowledge of facilitation, situational awareness, conflict resolution and continuous improvement

Desirable requirements:

- Experience in Financial Software environment



Education and Qualification

Essential requirements:

- Completed Degree/National Diploma (NQF Level 6) in Information Systems or Informatics
- Applicable certification in Agile, SAFe® or Scrum

Working Environment & Travel

No travel required.

Working Hours

Standard working hours 08:00 – 17:00, overtime required when necessary.
Teams have own arrangements

What will make the incumbent successful in this role?

The candidate must have strong interpersonal skills, be self-motivated and be a collaborative team player.

Equity Statement?

We are committed to employment equity in our recruitment process. It is our company policy to promote within where ever possible. Therefore, priority will be given to our internal applicants if this enables us to achieve our Equity goals.
