

# Scrum Master – PSM III

## Required Skills and Responsibilities

- A minimum of 5-7 years of experience leading technical teams in delivering high quality digital solutions with .Net-based web applications
- Must have experience working within a scaled agile environment
- Experience with SDLC Agile practices and leading complex product delivery in a large cross functional organization; experience with a scaling framework (SAFe or LeSS) is a plus
- Experience facilitating the scrum practices (leading ceremonies, empowering teams, identifying coaching opportunities)
- High level of computer literacy; ability to learn new tools and products quickly
- Understanding and experience with broad technical skills across multiple domains (Technology, Information, Process, Applications, etc.) and platforms (mainframe, client-server, web-based, etc.)
- Prior experience leading and coaching teams to deliver with a consistent or increasing velocity
- Must have experience working with geographically distributed teams
- Experience in a software development environment, preferably involving cross-team dependencies
- Excellent communication, documentation, organization, and interpersonal skills with the ability to interact with business partners to keep everyone up to speed
- Excellent understanding of SDLC phases and ability to coordinate releases
- Understanding of software development skills: C#, .NET, SQL is preferable
- Experience with teams performing new development while simultaneously supporting production applications
- Bachelor's degree in computer science, engineering or related field, or related experience is preferred
- experience using JIRA, Confluence and other Atlassian tools
- Comprehensive knowledge of JIRA queries to build JIRA dashboards for scrum teams
- Ability to model the behaviors of a Lean-Agile leader and help teams self-organize using agile principles and practices to meet their delivery objectives. Guide teammates and projects and act as a mentor and coach on working in an Agile team and build strong relationships with technology and business partners; recommend improvements and assist in changes to best practice and be able to support multiple scrum teams at any given time; support the Dev manager and project leads as necessary
- Remove impediments: You do everything in your power to remove obstacles that are preventing the team from accomplishing its Sprint goals.
- Radiate information: All information needed to ensure the team's progress and successes are highly visible to all stakeholders, including the team itself (e.g. backlogs, burndown/up charts, etc.)
- Support the Product Owner: You work to assist the Product Owner, through communicating updates and removing impediments, assisting with backlog and release plan maintenance, etc.
- Facilitate creativity and empowerment for the development team: You foster an environment where creativity and empowerment can flourish.
- Improve the team's engineering practices and tools as needed: You make sure teams have the tools and know-how they need to succeed.
- Support Agile-based SDLC, from ideation to delivery.
- Lead and co-ordinate scrum teams for PA Groups.
- Work closely with all the PA Scrum Masters to determine database needs, prioritize, plan and track to ensure successful delivery of Application changes for PA deployments.
- Assist the team with making appropriate commitments through story selection, task definition, and sizing. Identify and remove any impediments/distractions that interfere with the ability to deliver against the commitments.
- Work collaboratively as a great teammate to develop mutually acceptable solutions.
- Track and measure progress on multiple projects, and actively mitigate risk
- Ensure timely delivery of technical projects, by managing release schedules and priorities
- Communicate, build rapport and interact with multiple stakeholders, including product and technical resources
- Assist with internal and external communication, improving transparency, and radiating information.
- Provide crisp and well-understood directives
- Interface and influence distributed product owners (within the continental US) and/or offshore resources if needed (India)
- Lead and document improvements to processes and reporting metrics
- Lead discussions to determine and document implementation and release plans, and ensure those plans and procedures are followed
- Track and communicate team metrics (velocity, sprint release/progress), write status reports and author and maintain documentation in Confluence.
- Assist Product Owners by facilitating and organizing requirements gathering as well as helping to author stories
- Adapt project scope, schedules, and resource assignments as required throughout projects to respond to emerging requirements and risks.
- Help coordinate and manage project budget and resource alignment

