



Scrum Coach (Role)

Role Description

The Scrum Master is responsible for promoting and supporting Scrum as defined in the Scrum Guide. Scrum Masters do this by helping everyone understand Scrum theory, practices, rules, and values.

The Scrum Master is a servant-leader for the Scrum Team. The Scrum Master helps those outside the Scrum Team understand which of their interactions with the Scrum Team are helpful and which aren't. The Scrum Master helps everyone change these interactions to maximize the value created by the Scrum Team.

Responsibilities

- Support the team in creation and adherence of working agreements - these "rules" could be anything from Scrum guidelines, code quality guidelines, or team working hours
- Promote Scrum/Agile practices - ideas like MVP, keep it simple, small deliverable increments, meeting the Definition of Done, etc.
- Focus the team around Sprint Goals and work to assist the team in removing/preventing blockers
- Protect the team from any distractions that may impact the successful delivery of Sprint Goals
- Lead the team in continuously improving processes by facilitating the team's retrospective
- Support the Product Owner(s) in their efforts of refining the product backlog
- Ensure the Product Owner has communicated the business/client's goals and they are understood by the development team
- Interact with other Scrum Coaches to build a "toolbox" of shared ideas/activities that promote the organization's transition to Scrum
- Help the team manage internal challenges, conflicts, and opportunities for growth
- Facilitate and schedules the re-occurring Scrum Ceremonies for the team
- Contribute to PCG's Agile - Inspect & Adapt efforts

Required Skills/Experience

- 3yrs + Scrum Master experience in any well-known software environment.
- Good skills and knowledge of servant leadership, facilitation, situational awareness, conflict resolution, continual improvement, empowerment, and increasing transparency.
- Knowledge of various well-documented patterns and techniques for filling in the intentional gaps left in the Scrum approach (example: numerous Burndown technologies, various Retrospective formats, handling bugs, etc.).
- Must hold a current certification from one of these 5 Scrum Certification: (In order of preference)
 - Certified ScrumMaster or better
 - Professional Scrum Master or better
 - Scrum Inc. Scrum Master
 - PMI Agile Certified Practitioner
 - Certified SAFe® Scrum Master or better

Preferred Skills/Experience

- 5yrs + Scrum Master experience in any well-known software environment.
- 2yrs + experience in Accounting, Telecommunications, Logistics or Pharmaceuticals.
- Knowledge of other Agile approaches: XP, Kanban, Crystal, FDD, etc.
- Awareness and experience with widely successful Agile techniques: User Stories, Continuous Integration, Continuous Testing, Pairing, Automated Testing
- Applicable knowledge of the technologies used by the team.
- Excellent communication and mentoring skills.