

Job Opportunity – Scrum Master

MiWay's Development Team is looking for an energetic, professional and articulate Scrum Master required to ensure that the Agile processes are understood and enacted in the teams and organisation as a whole.

Minimum Requirements

Experience and Qualifications:

- At least 4 years' experience in an Agile software development environment
- Relevant Business/IT degree or diploma
- Certified Scrum Master (CSM, PMI-ACP, other)
- Experience in an Agile software delivery team, in any of the following roles, would be advantageous: Business Analyst, Architect, Software Developer, Tester, Product Owner

Skills Required:

- At least one year of practical experience implementing Scrum or Kanban
- Ability to communicate well with and facilitate both teams and individuals
- Be a presentable, assertive, team player with the ability to play a servant leader role.

Candidates with the following additional skills/exposure will get preference:

- Agile techniques:
 - User Stories,
 - ATDD,
 - TDD,
 - Continuous Integration,
 - Continuous Testing,
 - Continuous Delivery,
 - Pair programming,
 - Automated Testing,
 - Agile Games
- Configuration tools (i.e. JIRA; Confluence etc.)
- Financial industry working experience, especially in Life- or Short-Term Insurance

Responsibilities but not limited to:

- Apply the Agile Manifesto
- Meetings
 - Facilitating all agile ceremonies for the team. This includes: preparation, moderation, post-processing and facilitating retrospectives / Kaizens
- Team Dynamics

- Coaching team and team members on agile practises (e.g. with one-on-one coaching)
 - Mediating through conflicts
 - Support the team toward achieving its sprint goals / through put
 - Helping the team make decisions pertinent to their delivery objectives
 - Fostering the development team's self-organisation
 - Mediating the general conflict of goals between development team (high technical quality) and product owner (more features)
 - Assist teams to be predictable
- Learning
 - Encouraging the use of Agile Engineering Practices within the development team (e.g. one click releases, continuous delivery, feature flags, and many more)
 - Challenge team with Agile management innovations (e.g. FedEx-Days)
 - Continuous learning regarding the Agile methodology (e.g. visit user groups, attend conferences, read books, write blogs, etc.).
 - Helping the team to create information radiators
 - Regular exchanges with other scrum masters in the organisation (e.g. through community of practice)
- Product: Supporting the Product Owner through
 - Writing/preparing user stories
 - Writing/preparing or adapting product visions
 - Writing/ordering product backlog items
 - Release planning
 - Being familiar with the team's work (i.e. the product)
 - Forecasting
- Big Picture
 - Keeping in touch with every stakeholder regularly
 - Helping to further the Agile community within the organisation
 - Bringing people together who should talk to each other
 - Helping the team to report to management
 - Sharing insights throughout the company (micro-blogging, blogging, internal conferences, etc.)
 - Being a contact person for everyone in the team and their stakeholders regarding Agile
 - Creating learning opportunities to people in the organization (e.g. talks or workshops) and letting them learn and apply important Agile concepts e.g. technical debt
- Catalyst for Change
 - Protecting team by removing impediments
 - Helping the team to navigate impediments
 - Suggesting new metrics for the team as catalysts for change
 - Continuous assessment and improvement of the team's performance
- Mirror
 - Reflecting Agile and Scrum values to the team
 - Reminding the team of their arrangements (e.g. policies)
 - Helping the team to continuously improve their process
 - Reflecting issues to the team through observation from outside of the team
 - Asking open questions
 - Checking all the models the team uses (e.g. Sprint backlog, metrics, etc.) and show them differences between the model and the real world
 - Visualise work to spot bottle necks

If you feel you would be a great addition to our team, please forward your CV to development.careers@miway.co.za and include the words 'Scrum Master Application' in the subject. If you have any online profiles, like LinkedIn, please add links to them in your email.