

Role - Senior Scrum master

Experience - 5–8 years

Location - India (work from home)

A. Who We Are

We, Kiara Tech Solutions, are Indian company having tie up with a multinational engineering company from the UK and Europe to provide skilled manpower from IT back ground. Our current active client is specializing in the development and implementation of automation and technology solutions. Our client's main focus is on sophisticated software solutions for logistics, distribution, production, materials handling, robotic & sortation automation. The key objectives are to enhance efficiency and productivity for the customers by delivering cutting-edge automation technologies.

Some of the customers includes top FMCG players in the UK with focus on global expansion. Our client is focusing on penetrating new markets and revolutionizing the automation sector. As part of Client's expansion strategy, we are looking for a Software Engineer to support our Software Team in the UK.

This individual should be ambitious, curious, and possess strong teamwork skills. They will collaborate closely with our local partners whilst supporting the other parts of business and customers based in Australia, Canada, Ireland, EU. Additionally, they will work alongside our Software team in the UK to develop project and product based world-class software solution.

This role offers the ideal candidate an opportunity to support (and can be direct part of a UK team) rapidly growing enterprise at its foundational stage. We are looking for someone who will become part of a global team of innovators dedicated to bringing our customers' automation vision to life.

B. Who Are You

You are someone with experience in the manufacturing or assembling of industrial conveyors, elevating systems or other industrial transport or automation solutions? Are you a curious engineer who wants to develop unique solutions for our clients?

Do you consider yourself qualified:

- Process oriented with good attention to detail
- Self-Motivated and able to work well remotely
- Able to work under pressure
- Naturally organised
- A multitasker
- Flexible and adaptable to an ever-changing environment
- Azure DevOps Board experience
- Certified Scrum Master
- Software Development Understanding
- Strong problem-solving and analytical skills
- Bachelor's or Master's degree in Computer Science or related field

C. The Role

This role would suit a driven and motivated Senior Scrum Master Engineer. Day to day you will:

- **Facilitation of Scrum Ceremonies**
 - **Daily Standups (Daily Scrum):** Facilitate daily standup meetings where the team discusses their progress, plans, and any blockers they are facing. The Scrum Master ensures the meeting stays on track and within time limits.
 - **Sprint Planning:** Assist the team and Product Owner in planning the work for the upcoming sprint by helping break down user stories, define tasks, and agree on sprint goals.
 - **Sprint Review:** Facilitate sprint review meetings where the team presents the work completed during the sprint to stakeholders, gathers feedback, and discusses improvements.
 - **Sprint Retrospective:** Lead the team in reflecting on the sprint process, identifying successes, areas for improvement, and setting actionable goals for the next sprint.
 - **Backlog Refinement (Grooming):** Help ensure that the product backlog is organized, prioritized, and well-defined for upcoming sprints.
- **Coaching and Mentoring the Team**
 - **Agile Coaching:** Guide the team in adopting and improving Agile principles and Scrum practices. Help them understand the roles of the Scrum framework and how to apply them effectively.
 - **Team Development:** Coach team members on self-organization, collaboration, and accountability, promoting an environment of trust and respect within the team.
 - **Facilitate Collaboration:** Encourage open communication among team members and between the team and stakeholders to ensure alignment and cooperation.
 - **Conflict Resolution:** Address any interpersonal conflicts or challenges the team may face, ensuring that they don't disrupt the team's progress or morale.
- **Removing Impediments and Obstacles**
 - **Identify and Remove Barriers:** Help the team identify roadblocks (both internal and external) that are hindering progress and work to remove or mitigate these obstacles, allowing the team to stay focused and deliver value.
 - **Support the Team:** Act as a shield for the team, protecting them from distractions, external pressure, or interruptions that might affect their work.
 - **Escalate Issues:** When necessary, escalate impediments to senior management or stakeholders and advocate for the team's needs.
- **Ensure Scrum Practices Are Followed**
 - **Scrum Process Enforcement:** Ensure that the Scrum team follows Scrum practices, ceremonies, and roles, encouraging adherence to Scrum rules and principles.
 - **Continuous Improvement:** Help the team regularly assess their processes and performance through retrospectives and other feedback loops, encouraging continuous improvement in their workflows.
 - **Maintain Scrum Artifacts:** Assist in the maintenance of Scrum artifacts like the Product Backlog, Sprint Backlog, and Increment. Ensure that these artifacts are clear, up-to-date, and visible to all team members and stakeholders.

- **Liaison Between the Scrum Team and Stakeholders**
 - **Stakeholder Communication:** Act as a point of contact between the Scrum team and external stakeholders (e.g., product owners, customers, management), ensuring that the team's needs and progress are communicated effectively.
 - **Product Owner Support:** Assist the Product Owner in managing the product backlog, ensuring that the backlog is well-prioritized, and helping with backlog refinement sessions.
 - **Ensure Transparency:** Foster a culture of transparency by ensuring that stakeholders have clear visibility into the team's progress, issues, and blockers.
- **Promote Scrum Values and Culture**
 - **Empower the Team:** Encourage self-organizing teams that take ownership of their tasks and decisions. Guide the team to become more autonomous over time.
 - **Agile Mindset:** Promote an Agile mindset within the team, focusing on flexibility, adaptability, collaboration, and delivering value iteratively and incrementally.
 - **Build a Positive Team Culture:** Create a supportive and collaborative environment where team members feel valued, respected, and motivated to perform at their best.

D. Your Skills

The successful candidate should demonstrate:

- **Technical Skills**
 - **Knowledge of Scrum and Agile Practices:** A deep understanding of the Scrum framework, Agile methodologies, and their principles is crucial. Familiarity with other frameworks like Kanban, Lean is beneficial.
 - **Project Management Tools:** Experience with tools that support Agile processes, such as Azure DevOps for managing backlogs, tasks, and sprint planning.
 - **Facilitation Techniques:** Skilled in facilitating Scrum ceremonies, discussions, and workshops effectively, ensuring they are productive and focused.
 - **Conflict Resolution Skills:** Ability to mediate conflicts, maintain team harmony, and address interpersonal issues within the team.
 - **Process Improvement:** Ability to identify process inefficiencies and implement improvements based on feedback from retrospectives and other sources.
 - **Metrics and Reporting:** Ability to understand and use Agile metrics (e.g., velocity, burn-down charts, cycle time) to track team performance and identify areas for improvement.
- **Soft Skills**
 - **Communication:** Excellent verbal and written communication skills to effectively interact with team members, stakeholders, and product owners.
 - **Leadership:** Strong leadership abilities to guide and motivate the team, without being authoritarian. Scrum Masters lead by influence.
 - **Coaching and Mentoring:** Ability to coach team members, product owners, and other stakeholders on Agile practices, creating an environment for learning and growth.
 - **Problem-Solving:** Ability to address issues creatively and find solutions that help the team overcome challenges.

- Emotional Intelligence: High emotional intelligence to understand team dynamics, manage interpersonal relationships, and respond to team members' needs effectively.
- Patience and Empathy: Strong empathy and patience to support team members, understand their challenges, and provide the necessary guidance.
- Additional Skills
 - Change Management: Ability to manage change and guide the team through transitions smoothly, whether it's adopting new practices or scaling Agile processes.
 - Facilitating Feedback Loops: Ensuring that feedback from retrospectives and other reviews is used constructively to improve processes.
 - Risk Management: Identifying potential risks in the project and facilitating proactive actions to mitigate those risks.
 - Understanding of Business Goals: Understanding the broader business objectives and ensuring the Scrum team's work aligns with those goals.
- Strong verbal & written communication skills
- Good verbal and written English

E. Qualifications and Experience Levels:

- Relevant Computer/Software/Information Technology degree is preferred or equivalent professional experience
- Experience in a similar industry with around 5 years of experience
- A strong portfolio showcasing frontend projects (personal projects, open-source contributions, or work done in previous roles) is valuable.
- Practical experience is required and able demonstrate from Past Projects.
- Certifications Professional ScrumMaster (PSM)