

Agile Coach/Scrum Master

This is a 1099 Contracting Opportunity:

We are seeking a Scrum Master/Agile Coach (CSM) who comes with an open mind and countless success stories where you drove Agile development processes across a diverse set of teams and projects. Our ideal candidate isn't a glorified meeting facilitator but uses their experience to drive business results and is passionate driving change and high performing teams. This candidate will have significant experience leading Agile software development for SaaS or Web-based projects. You'll be joining a passionate, high-growth team and company that's committed to Agile and well underway to experiencing the benefits it brings.

As Scrum Master/Agile Coach, you will be the servant leader for your team(s) by ensuring clear communication and helping the team reach its goal. You will drive the appropriate Agile methodology (Scrum/Kanban/etc.) focused on predictable, quality delivery, while driving our continuous improvement culture across the teams you will support. You'll facilitate team productivity by removing impediments that may obstruct the pursuit of the team's goals and by preserving flexibility and ability to rapidly respond to changes on the team.

Specific responsibilities will include:

- Serving as Scrum Master/Agile Coach for 2-3 Scrum teams of varying levels of complexity, including highly complex teams
- Assessing Agile maturity within immediate Scrum teams and organization as a whole
- Facilitating Scrum ceremonies and providing coaching to further improve Agile maturity of teams via daily Scrum, retrospectives, sprint planning, and demonstrations
- Ensuring team maintains focus on quality and continuous delivery of business value
- Helping team proactively identify impediments, consistently recommending solutions, and, in some cases, removing impediments themselves
- Representing team in daily or Scrum of Scrums (SoS) meeting and clearly communicating team accomplishments, impediments, and dependencies
- Assisting management with creating structural and cultural changes within Scrum teams to become more Agile
- Acting as an influencer by implementing Agile processes, practices, principles, and values; helping team and organization to improve collaboration and self-organization
- Demonstrating the ability to balance data with other factors when making decisions
- Utilizing team feedback, analyzing data, and reporting on team factors such as quality, delivery rate, throughput, productivity, and velocity
- Identifying areas of opportunity, points of success, and failure within team and organization, and communicating these findings to improve team efficiency/delivery

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- Demonstrating ability to identify process inefficiencies, recommend solutions, and influence teams cross-functionally
- Reviewing the processes, practices, and outcomes of junior-level Scrum Masters and acting as a coach

The Candidate:

Required skills:

- A bachelor's degree or related work experience
- 5+ years of Agile or other related experience
- A strong understanding of and enthusiasm for Agile
- Excellent communication skills
- Accurate and precise attention to detail
- Ability to build strong interpersonal relationships with the Scrum team and stakeholders
- Comfort working with multiple teams, both in-house and remote

The Team & Office:

Our preference is that you are in the Herndon, VA area and ready to work in an office environment when safe. We are currently working remotely and will explore a full time WFH position for the right candidate.

This job description is not designed to contain a comprehensive listing of activities, duties, or responsibilities that are required. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities at any time.

InvokeCI is an equal employment opportunity/affirmative action employer and considers qualified applicants for employment without regard to race, gender, age, color, religion, national origin, marital status, disability, sexual orientation, protected military/veteran status, or any other protected factor.