

Are you awesome?

we're hiring.

📍 Stellenbosch

Building solutions that support social upliftment, job creation and economic growth. This is our purpose.

What's yours?

ROLE PURPOSE

To ensure product and software development teams follow agile practices and scrum framework values, work to increase team efficiency, and provide motivation and guidance for process improvement.

KEY PERFORMANCE AREAS

Note: The following list of Key Performance Areas and job activities are not exhaustive. IMQS may instruct the employee at any time to carry out additional duties or responsibilities, which fall, reasonably, within the ambit of the job, or in accordance with operational requirements.

FACILITATION

- Facilitate the daily development stand-ups and enforce the use the Scrum task board.
- Manage Agile ceremonies such as Sprint Planning, Grooming sessions and effective retrospectives.

TEAM FLOW

- Responsible for the process success — assist the BA/PO and the team to enact the Scrum process to ensure productivity and delivery.
- Help the team collaborate effectively and manage their work successfully so that they can make realistic commitments and create product increments reliably.
- Monitor team throughput and delivery closely.

PROJECT MANAGEMENT

- Support the BA/PO in making product decisions and tackle product owner empowerment issues.
- Assist the BA/PO in Eliciting and documenting additional requirements from stakeholders by using a variety of techniques such as interviews, document analysis, use cases, and workflow analysis, in the scenario where the development team requires detailed information to effectively satisfy the request.
- Manage and maintain process and product related documentation using Atlassian Confluence.
- Effectively provide feedback to internal stakeholders.
- Responsible for assisting the BA/PO with backlog management.
- Proactively address problems and suggest possible solutions throughout the full software

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development lifecycle.

- Assist with software testing and user acceptance testing

TECHNICAL AGILE PRACTICES

- Promote Continuous Integration,
- TDD,
- Refactoring,
- User Stories,
- BDD,
- Visual Management,
- Pairing,
- Collaborative Design,
- Estimation,
- User Persona Sessions,
- Story Mapping & Documentation

KNOWLEDGE & EXPERIENCE

- Relevant 3-year tertiary or NQF aligned qualification
- Certified Scrum Master (CSM or similar)
- At least 3+ years' experience in a Scrum Master role
- At least 5+ years' industry experience essential
- Experience within an agile development environment
- Knowledge and demonstrable competency using JIRA
- Experience with successful Agile techniques

SKILLS & COMPETENCIES

- Knowledgeable in techniques to fill in gaps in the scrum
- Ability to analyse and think quickly and to resolve conflict
- Strong communication, interpersonal and mentoring skills
- Enact the Agile Framework by facilitating:
 - Ensure and manage Team Flow
 - Communicate the framework visually
 - Project Management
 - Technical Agile Practices

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