

Job title

Scrum Master

Location

Kings Hill (Kent), near West Malling

Department

Operations

Who are RDT?

RDT is a focused and successful agile software company. It has been working in the UK insurance market for over 20 year and in this time has been delivering highly innovative software and consulting solutions. RDT prides itself on being a disruptive force in the insurance market and has been at the forefront of many pivotal technology innovations. This is still true today, as we continue to build industry changing products in our singular quest to ReDefine Tomorrow.

The Scrum Master role at RDT

The Scrum master is the cool headed facilitator; the person responsible for the mechanics of delivery, driving quality, continuous improvement and at the same time building a happy, empowered and passionate cross functional teams.

Reporting to our Head of Delivery in the RDT Operations department you will be responsible for the day to day delivery of 1 or 2 project teams. We believe that great people deliver great software given the right environment and autonomy. Our entire delivery process is built around the expert use of Agile delivery techniques and in particular Scrum and you will be at the heart of this delivery process.

What you'll be doing

- Working in a matrix managed, fast paced Operations team driving the delivery and the entire department forward.
- Working with your Product Owner and the Head of Delivery in the organisation, estimation management and reporting of delivery of the teams.
- Working with your teams applying Agile values, principles and practices.
- Leading and serving your teams and an active catalyst for improvement.
- Facilitating and coaching, teaching and mentoring the team.
- Leading workshops with business stakeholders and development teams to improve understanding and performance.
- Facilitating Scrum meetings and helping the wider business understand the value of these rituals.
- Building the teams passion for delivering value to customers through Agile project delivery.

- Taking ownership and responsibility for the team's adoption and practice of Agile.
- Working with other Scrum Masters to maximise the effectiveness of all teams and provide a consistent approach to the implementation of Agile practices across all teams.
- Protecting the team and create an environment where the team can focus on their goals.
- Proactively removing impediments that are holding the team back and escalating where needed to the Head of Delivery
- Providing transparent and consistent reporting on team progress, capability, impediments and continued improvement.

What we need from you

Qualifications & Experience:

- A Degree, similar level qualification or qualified by experience.
- Proven experience of leading teams in the successful delivery of complex, highly performing and high quality software systems.
- Solid and proven experience of Agile, Scrum and XP practices.
- Solid experience and knowledge of all aspects the Software Development Lifecycle
- Strong appreciation of the SLDC tools, especially the MS stack

Essential Skills:

- An agent of change.
- Excellent leadership and management skills.
- Excellent emotional intelligence.
- Excellent multi-tasking and strong communication skills.
- Excellent team development, mentoring and influencing skills.
- Excellent analytical and problem solving skills.
- Be able to relate to both business and technology people.
- Workshop leadership and facilitation skills, including Agile retrospectives.
- Expert in Agile requirements, including in-depth experience with the User Story lifecycle.
- Expert at gathering and communicating Agile metrics.
- Excellent business presentation and communication skills and a diplomatic nature.

What's in it for you

You will have the opportunity to shape the direction of RDT and its process, skills and practices and influence our strategic, technical and business approach. You will be working with sharp and innovative people who are dedicated and driven and more than happy to share their knowledge with you. You will be expected to be the best you can be and encouraged and supported to achieve this.

Apply now

If you'd like to apply for this role, please email your CV and covering letter to HR@RDT.co.uk