



SCRUM MASTER | JOB DESCRIPTION

Job Title	Scrum Master
Location	15 Le Quang Hoa, Hoa Xuan, Da Nang
Term	Full-time
Level	Middle
Salary	Up to 25M Gross

I. Responsibilities

- Champions and reinforces Scrum principles and methodologies, ensuring a comprehensive understanding of Scrum theory, practices, and values among stakeholders.
- Oversees and optimizes the Scrum process to guarantee its effectiveness and efficiency.
- Mentors the team in the application of Scrum practices and values to enhance customer satisfaction.
- Engages in close partnership with the Product Owner to strategically manage the product backlog.
- Orchestrates Scrum ceremonies and other meetings, including product backlog refinement, sprint planning, daily stand-ups, sprint reviews, and sprint retrospectives.
- Empowers the team to accomplish objectives through facilitation rather than command or directive methods.
- Leads and guides team discussions, decision-making processes, and conflict resolution.
- Proactively identifies and assists the team in mitigating and removing obstacles.
- Delivers consistent support to the team through a servant leadership approach.

- Facilitates the continuous improvement of the scrum team's maturity and proficiency.

II. Requirements and skills

- Expertise in Scrum methodologies and artifacts.
- Excellent English communication abilities, both written and verbal.
- Comprehensive understanding of the software development lifecycle, including design, development, testing, and deployment.
- Exceptional communication, collaboration, leadership, conflict resolution, and time management abilities.
- Working knowledge of the technologies utilized by the development team.
- Strong analytical and problem-solving skills to effectively remove obstacles.
- Highly developed interpersonal skills, including mentoring, coaching, collaboration, and team building.
- A strong product-focused mindset, with a continuous emphasis on delivering user value and contributing to overall product success.

III. Benefits

- Working time: 9 AM – 6 PM, Monday to Friday (flexible hours as long as productivity is ensured).
- Remote work policy allows up to 2 days per week.
- Review salary every 6 months, 13th-month salary and receive a benefit bonus twice a year.
- Good career development opportunities with interesting and challenging projects.
- Entitled to social insurance, health insurance, and unemployment insurance as regulated by the government.
- Team building, bonding activity, happy hours, monthly birthday party, training course.
- Bao Viet Insurance; Annual healthcare check.
- Dynamic and flexible environment with positive teammates.
- Entitled to other benefits according to company policy.

Contact us to apply

Submit your CV to the following emails: ngoc.ttx@picontechnology.com,
linh.lk@picontechnology.com

Subject of application: [Position applying for] - [Your Name]