

Scrum Master

Location: Kiel, Germany (hybrid)

Starting date: as soon as possible



Your role in our MINT family:

- Integrated into our multinational Scrum development team, you assess the Scrum maturity, and guide our team and organization, using a servant leadership, and leading by example, in how to use Agile/Scrum practices and values as well as how to get the most self-organization
- You build a trusting team atmosphere and safe environment where problems can be raised without fear of blame, retribution, or being judged, with an emphasis on healing and problem-solving
- You facilitate getting the work done without coercion, assigning, or dictating tasks
- You facilitate discussions, decision making, and conflict resolutions as well as assist in improving transparency
- You facilitate Scrum events
- You help the team with a continuous workflow, including support for removing impediments

This is how you can impress us:

- You have an academic degree in the field of computer engineering or a comparable degree relevant to the position or profound work experience in a related field
- You have a first level Scrum Master certification (CSM, PSM I) and preferably a PSM II certification
- You obtain strong knowledge of the Scrum framework and preferably contribute knowledge of other agile approaches
- You have at least 3 years of experience in the role of a Scrum Master of a development team that diligently applies Scrum
- You enjoy working in a team and have excellent people skills to communicate at all hierarchical levels in a manner appropriate to the target group
- You have a pro-active and solution-oriented hands-on working style to solve complex problems by having a holistic vision and seeing projects through to completion
- You understand the basics of software development processes and software product development
- You are familiar with or experienced in agile techniques such as User Stories, TDD, Continuous Integration, Pairing, Automated Testing, and Agile Games
- You are willing to occasionally travel to MINTs international locations
- Your English language skills are great, both written and oral
- You love keeping pace with the latest thinking and development, and thrive on change

What we have in store for you:

- **Our people & culture:** at MINT you will be part of a global family that thrives on our cultural diversity. We love spending time together on social events and pride ourselves on the fun, productive environment in our MINT family.
- **Flexibility & remote working:** We respect every person's individual routine. Therefore, we support flexible work schedules and remote working for you to find your perfect work-life-balance.
- **Work-Life-Balance & family-friendly environment:** At MINT we believe having enough space to spend quality time with family and friends or to follow your favorite free time activity ensures mental and physical well-being as well as it motivates you every day!
- **Extra bonus payment:** We believe that people make the company, and therefore we love to share our profits with our team members through an additional annual bonus payment.
- **Job ticket:** Our great office location allows you to easily come to work by using Kiel's public transportation. We are pleased to contribute to your monthly ticket costs.
- **Company pension:** To help prepare our people for an enriching retirement, we contribute to our employee's direct insurance scheme
- **Loyalty & long-term relationships:** We want you to be part of our MINT family without any limits. All our work contracts are indefinite!
- **Travel opportunities:** As a global company with customers and MINT family members all around the world such as Germany, USA, Canada, UK, UAE, India and Colombia we offer you exceptional travel opportunities to exciting locations and meet amazing people!
- **Drinks & snacks:** we believe the way to a human's heart is through their stomach and this is why we provide beverages, snacks and the occasional catered lunch
- **Pet-friendly offices:** If you choose to work from one of our offices, feel free to bring your four-legged friend with you. We'd love to meet them!