

Intersoft Electronics – Scrum Master

In search of a Scrum Master

Intersoft Electronics is accelerating its Agile transformation and is looking for an experienced Scrum Master to support multiple Scrum teams and help establish Scrum as a sustainable way of working throughout the organization. The Scrum Master will play a key role in coaching teams, facilitating Scrum events, removing impediments, and fostering a culture of continuous improvement.

Your Mission:

As Scrum Master, you will be responsible for promoting Scrum within the company and supporting approximately six Scrum teams operating in a complex product development environment involving software, firmware, electronics, mechanics, systems engineering, and product management.

You will act as a servant leader, coach, facilitator, and change agent, helping teams improve their effectiveness while supporting the broader Agile transformation.

Your responsibilities:

Scrum Team Support

- Serve as Scrum Master for approximately six Scrum teams.
- Facilitate Sprint Planning, Daily Scrums, Sprint Reviews, and Sprint Retrospectives.
- Ensure Scrum is understood and properly applied across teams.
- Support teams in becoming self-managing and cross-functional.
- Help teams continuously improve their ways of working.
- Remove impediments and organizational blockers affecting team performance.

Agile Coaching & Transformation

- Promote Agile values, Scrum principles, and continuous improvement throughout the organization.
- Coach Product Owners, Developers, and stakeholders on Scrum practices.
- Support leadership and management in adopting Agile ways of working.
- Facilitate workshops, training sessions, and Agile awareness initiatives.
- Contribute actively to the ongoing Agile transformation journey.

Process & Tooling

- Maintain and improve Scrum processes across teams.
- Support the effective use of Jira for backlog management, planning, transparency, and reporting.
- Assist Product Owners in maintaining well-structured Product Backlogs.
- Help establish Agile metrics and reporting practices.

Your profile:

Essential Qualifications

- Professional Scrum Master certification (minimum PSM I).
- Minimum 5 years of experience as a Scrum Master.
- Demonstrated experience supporting multiple Scrum teams simultaneously.
- Strong facilitation, coaching, and servant leadership capabilities.
- Excellent communication and stakeholder management skills.
- Hands-on experience with Jira and Agile tooling.

Preferred Experience

- PSM II or equivalent advanced Scrum certification.
- Experience in Scrum Management
- Spotify model, LeSS or SaFe or equivalent scaled Scrum experience
- Experience supporting Agile transformations in engineering organizations.
- Experience in complex product development environments involving:
 - Hardware development
 - Electronics engineering
 - Mechanical engineering
 - Firmware development
 - Embedded software development
 - Systems engineering

Personal Skills

- Strong people management and coaching capabilities.
- Ability to influence without formal authority.
- Strong conflict resolution and facilitation skills.
- Pragmatic and results-oriented mindset.
- Ability to work effectively with both engineers and management.

What do we offer you?

- A temporary employment contract or freelance assignment for six months, full-time engagement with a strong on-site presence in Olen and Geel.
- A congestion-free work environment and flexible working hours.
- A team of great and motivated colleagues who are eager to learn Scrum.
- An exciting job in a stimulating high-tech environment.

<https://intersoft-electronics.com>