

Advanced (Senior) Scrum Master

Sample Job Description / Job Posting Template

About the Role

We are seeking an Advanced Scrum Master to elevate Agile delivery beyond a single team and help drive agility across the organization. This is a senior leadership role for a person who has mastered the fundamentals and is ready to operate at scale: coaching multiple Scrum Teams, mentoring other Scrum Masters, applying Evidence-Based Management (EBM) to guide investment and improvement decisions, and partnering with senior stakeholders to remove systemic, organizational-level impediments.

The ideal candidate holds Professional Scrum Master™ I and II certifications (PSM III strongly preferred) and has hands-on experience supporting multiple teams working from a single Product Backlog helping to minimize cross-team dependencies and integration issues while building toward a single integrated Increment. This role partners closely with Product Owners, Developers, fellow Scrum Masters, and organizational leadership to strengthen outcomes Sprint to Sprint and quarter to quarter.

Key Responsibilities

- **Coach at scale.** Serve as a senior coach to multiple Scrum Teams, Product Owners, and Developers, helping them mature in self-management and cross-functionality; mentor and develop other Scrum Masters across the organization.
- **Facilitate across teams.** Ensure all Scrum events — including multi-team events such as a shared Sprint Planning, Daily Scrums, Sprint Reviews, and Retrospectives — are productive, timeboxed, and outcome-focused, minimizing cross-team dependencies and integration issues.
- **Apply Evidence-Based Management.** Use EBM practices to measure, manage, and increase the value teams derive from product delivery — improving outcomes, reducing risk, and optimizing investment decisions with data rather than opinion.
- **Remove systemic impediments.** Identify and drive resolution of organizational-level obstacles — dependencies, policies, or structural issues — that a single-team Scrum Master could not resolve alone, escalating to and partnering with leadership as needed.
- **Strengthen Product Backlog management at scale.** Partner with the Product Owner to align on the Product Goal and maintain a clear, prioritized, and appropriately refined shared backlog across teams.
- **Drive organizational agility.** Lead or contribute to Agile transformation efforts — advising leadership on Scrum adoption, planning scaled implementations, and educating stakeholders on Scrum theory, practices, and values.

- **Model and protect the Scrum Values.** Foster transparency, inspection, and adaptation, and champion Commitment, Focus, Openness, Respect, and Courage at every level of the organization.
- **Resolve conflict and build alignment.** Facilitate conflict resolution and support healthy dynamics within and across teams, and with stakeholders and leadership, often without formal authority.
- **Champion continuous improvement.** Help teams and the organization translate retrospective insights and EBM findings into concrete, measurable action.

Required Qualifications

- 5+ years of experience as a Scrum Master or in a similar Agile coaching/facilitation role, including experience supporting more than one Scrum Team.
- Professional Scrum Master™ I (PSM I) and Professional Scrum Master™ II (PSM II) certification required; Professional Scrum Master™ III (PSM III) strongly preferred. Please include all of your Scrum.org certification(s) so we can verify them.
- Deep working knowledge of Scrum theory, rules, and practices, along with broader Agile and Lean principles.
- Hands-on experience applying a scaling approach such as Nexus (or a comparable framework) to coordinate multiple teams delivering from a single Product Backlog toward an integrated Increment.
- Practical experience applying Evidence-Based Management (EBM) or a similar outcome-focused measurement approach to guide product and organizational decisions.
- Demonstrated track record coaching teams toward self-management and cross-functionality, and mentoring or coaching other Scrum Masters.
- Advanced facilitation, communication, and interpersonal skills, with the proven ability to resolve conflict, build consensus, and influence stakeholders and leadership without direct authority.
- Experience partnering with senior stakeholders and leadership on Agile transformation initiatives.
- Bachelor's degree in a related field, or equivalent practical experience.

(Note: Why the Scrum.org certifications matter: Scrum.org Professional certifications are earned by passing a rigorous, independent assessment - not by attending a class - do not expire, and are recognized globally. Ask candidates to share their Scrum.org certification(s) so they can be verified. PSM I signals foundational command of the framework; PSM II, applying Scrum in complex, real-world situations; PSM III, distinguished mastery across ambiguous situations.)

Preferred Qualifications

- Professional Agile Leadership — Evidence-Based Management certification,.
- Professional Scrum Facilitation Skills certification, or a comparable advanced facilitation credential.
- Familiarity with other scaled Agile approaches (e.g., Nexus, SAFe, LeSS) for comparative context.

- Experience with Kanban practices to improve flow and manage work in progress.
- Experience shaping organizational structures, portfolio practices, or team topologies to better support agility.
- Additional Scrum.org certifications such as Professional Scrum with Kanban (PSK I), Professional Scrum Facilitation Skills (PSF Skills), or Professional Agile Leadership I (PAL I).

Key Skills & Competencies

- Strategic leadership and organizational coaching
- Advanced facilitation and cross-team conflict resolution
- Evidence-based decision-making and outcome measurement
- Fluency in scaling frameworks
- Mentoring and developing other Scrum Masters
- Executive-level communication and stakeholder influence
- Change management and organizational agility
- Continuous improvement mindset
- Emotional intelligence and empathy
- Adaptability and systems thinking