

# Assoc. Director Scrum Master

Job ID  
387389BR  
Mar 08, 2024  
Czech Republic

## About the Role

**Location:** Prague, Czech Republic (Hybrid)

**Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.**

We are looking for a Scrum Master Sr. Manager to join our dynamic team. In this position, you will be accountable for one-two Scrum teams of high-medium complexity (+3 million USD as per direct Agile Team accountability) Act as a coach to ensure that the team lives agile values and principles and follows the agreed agile processes and practices, while allowing flexibility for the team to improve the ways of working and effectiveness.

### Key responsibilities:

- Support the team to agree on and establish agile processes and practices that best fits team activities and familiarize the team with key elements from the Agile or Scrum Methodology
- Coordinate and facilitate agile ceremonies (planning, reviews, retrospectives, and daily stand-ups) and support the team using a servant-leadership style, leading by example -Guide, coach, and mentor the agile team to ensure they achieve objectives and higher levels of agile maturity and self-organization, at a pace that is sustainable for the team and organization.
- Track and help resolve impediments hindering team's work and escalate those that cannot be resolved within the team -Help teams implement changes effectively and ensure deliverables are up to quality standards at the end of each sprint.
- Collaborate effectively with Product Owners and management to handle backlogs, new 1/3 requests and to continually improve the environment within each team works.
- Foster an Agile mindset reflected by strong collaboration, effective communication, and trust among team members and across-supporting teams, make it safe to challenge, experiment and fail without fear.
- Assist with internal and external communication, improving transparency, and radiating information. Participate and contribute to the Scrum master's Chapter. Introduce any relevant learnings to enhance team agility.

## Diversity & Inclusion / EEO

*We are committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.*

## Role Requirements

**What you'll bring to the role:**

- Extent work experience as Scrum Master and experience with agile methodologies
- Proven experience with IT Projects in International Landscape and overall technical background. Proficient English
- Ability to influence, communicate, coach & train team members. Experience collaborating across boundaries and multi-national global experience
- Design of flow of work across the end-to-end value stream knowledge/experience and understanding and applying framework like Scrum and Nexus
- Experience with Jira, Miro, confluence, MS teams. CI /CD knowledge

**Why Novartis?**

Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

**You'll receive:**

Monthly pension contribution matching your individual contribution up to 3% of your gross monthly base salary; Risk Life Insurance (full cost covered by Novartis); 5-week holiday per year; (1 week above the Labour Law requirement) ; 4 paid sick days within one calendar year in case of absence due to sickness without a medical sickness report; Cafeteria employee benefit program – choice of benefits from Benefit Plus Cafeteria in the amount of 12,500 CZK per year; Meal vouchers in amount of 105 CZK for each working day (full tax covered by company); Car Allowance; MultiSport Card. Find out more about Novartis Business Services: <https://www.novartis.cz/>

**Join our Novartis Network:** If this role is not suitable to your experience or career goals but you wish to stay connected to learn more about Novartis and our career opportunities, join the Novartis Network here: <https://talentnetwork.novartis.com/network>

**Accessibility and accommodation:**

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

**Why Novartis:** Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients' lives. Ready to create a brighter future together? <https://www.novartis.com/about/strategy/people-and-culture>

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