Bedrijfsgegevens

De recruiter

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Rabobank

Scrummaster

Functie	**Scrummaster**
Locatie	**Utrecht**
Uren per week	**36 uren per week**
Looptijd	**21.09.2022 - 27.04.2023**
Opdrachtnummer	**120139**
Sluitingstijd	**27.04.2023**

Rolomschrijving en taakafspraken

Aanbiedingen kunnen alleen gedaan worden via onze portal Select, anders kunnen we deze helaas niet in behandeling nemen. Mocht je hulp hierbij nodig hebben dan kan je contact opnemen met onze afdeling support.

ZP: YES

OPTIONEEL Voor deze aanvraag geldt een inwerkperiode van 2 dagen tegen nultarief. Bij een aanbieding dient hier akkoord op gegeven te worden.

RABOJP00071695

Imagine
Business runs better when IT runs at its best. Are you ready to help maintain and improve our IT environment to achieve the highest data quality standards for our stakeholders? As an experienced scrum master within the HR domain you play a key role in increasing the agility of several squads by

coaching them to perform in an optimal way. You are able to facilitate professionals individually or in a team setting, you determine needs to be able develop them further. By stimulating the use of working methods and tools in scrum teams, you ensure that transformations are successfully.

Making a difference

Rabobank works in a rapidly changing landscape. The Chapter TECH4HR is responsible for implementing and maintaining IT applications for HR, with the objective of a positive employee journey for all 30.000 Rabobank employees around the world. In order to meet this mission, Rabobank has modernized the HR systems landscape by implementing one global HR solution in Workday and continues further simplifying the TECH4HR landscape and digitalizing the employee journey.

In TECH4HR Domain we value our talented employees and believe our people make all the difference to our success. As a Scrum Master you guide your squads to get a little better every day. CHRO Domain consists of two Tribes: People & Grow and Work & Health. We are searching for an enthusiastic scrum master for the TECH4HR chapter for Tribe People and Grow to accelerate the Digital Transformation within HR.

Your function

As a Scrum Master within the Global HR IT Solutions team, you will be part of a diverse and involved team that takes ownership to deliver end-to-end solutions for a range of stakeholders. You bring your wide experience and knowledge to the team and contribute to increase the maturity of the team. You will be the Scrum Master for two or three teams in the Area of Development, where the focus lies on learning, culture and leadership. Your main goal is to act as a coach and facilitator of team who helps the team to deliver and grow as a team.

Together we achieve more than each of us individually

We believe in the power of diversity. By combining the differences of every person in our team, we become a better organization. In every way, we are curious to learn what you can bring to the team of Global HR Systems

'Within Global HR Systems we encourage learning & development of our employees. We strive to create the best user experience for our customers in the services we provide, and are eager to develop new and innovative solutions every day.'
, IT Lead.

The 120 employees of Global HR Systems department, we support the mission and strategy of the bank, making sure we deliver great Tech solutions for employees and society as a whole. This we realize through collaboration; as 1 solution oriented team within Rabobank.

Responsibilities and essential job functions include but are not limited to the following:
• Using Agile best practices and learnings from previous projects, establishes the scrum framework for the squad.
• Leads sprint planning and task definition, sprint execution, impediment removal and tracking, sprint review, and retrospectives.
• Coaches the squad in self-organization and cross-functionality.
• Coaches individual team members to develop skills and Agile understanding.
• Works in close co-operation with the product manager in terms of planning and priorities
• Ensures that Agile-related project reporting and metrics, such as burndowns and status updates, are relevant, transparent, and add value.
• Drives development of the release and sprint roadmaps.
• Works independently, without the need for day-to-day guidance.
• In partnership with the product manager, mentors/coaches scrum teams on user story sizing and acceptance criteria definition, facilitates the definition of minimal viable product, and leads continuous refinement and prioritization of the product backlog.

Knowledge and Experience Required

• Experience as a scrum master in an IT or software development setting (3+ years) and implementing SAFE.

• Experience leading Agile scrum teams in complex environment is strongly preferred.

• Deep understanding of Agile scrum and other Agile methodologies.

• Preferably experience in DevOps and how to manage run and change activities parallel

• Excellent proficiency in English and Dutch

Skills & Competences:

We expect you to have these characteristics:

• Leads by example – with confidence, a positive attitude, patience, honesty and integrity, and a strong sense of commitment.

• Seeks and provides honest, transparent feedback.

• Ability to 'stand your ground' in different cultural settings and have your sights set on continuously improving teams and organizations.

• Ability to set expectations and hold individuals and team members accountable to their commitments.

• Ability to 'read the room', to know what is possible and what is not, and to know how lead scrum ceremonies efficiently and effectively.

• Deeply collaborative leadership style and able to inspire others.

• Ability to engage in difficult conversations that result in positive, actionable outcomes.

• Ability to navigate complex and diverse landscapes effectively.

Education:

• HBO or University education degree

• Scrum Master certificate PSM 1 or CSM 1

Bekijk opdracht online