**Scrum Master Profile**

**This document outlines the desired profile for Scrum Master candidates and the key metrics used for evaluating their performance and contributions to the team's agility, effectiveness, and adherence to Scrum principles.**

**Ideal Candidate Profile**

**We are seeking servant leaders who are passionate about Agile methodologies and dedicated to helping teams perform at their best. The ideal candidates for these positions typically possess the following characteristics:**

* **Scrum & Agile Expertise: Deep understanding of Scrum framework, principles, and values. Knowledge of other Agile methodologies and practices is a plus.**
* **Facilitation Skills: Excellent facilitation skills to run effective Scrum events (Sprint Planning, Daily Scrum, Sprint Review, Sprint Retrospective) and other team meetings. Ability to guide discussions and ensure participation.**
* **Coaching & Mentoring: Ability to coach the team, Product Owner, and organization on Scrum adoption and continuous improvement. Skilled in mentoring team members on Agile practices.**
* **Experience: Proven experience working as a Scrum Master for one or more software development teams. Experience in different organizational contexts is beneficial.**
* **Problem Solving & Impediment Removal: Strong ability to identify, track, and help remove impediments that hinder the team's progress. Proactive in addressing potential issues.**
* **Communication & Empathy: Excellent communication, listening, and interpersonal skills. Ability to build trust and rapport with team members and stakeholders. High degree of empathy and emotional intelligence.**

**Performance Evaluation Metrics**

**A Scrum Master's performance will be assessed based on their effectiveness in enabling the team, improving processes, and fostering an Agile environment. Key metrics include:**

* **Team Effectiveness & Health: Improvement in team velocity, predictability, and overall performance over time. Positive feedback from team members regarding the Scrum Master's support and guidance (e.g., through team health checks or surveys).**
* **Impediment Resolution Rate: Effectiveness and speed in identifying and facilitating the removal of team impediments.**
* **Process Improvement: Successful implementation of improvements identified during Sprint Retrospectives and other feedback mechanisms, leading to tangible positive changes in team practices.**
* **Scrum Adoption & Adherence: The team's understanding and consistent application of Scrum principles and events. Coaching the team towards self-organization and cross-functionality.**
* **Stakeholder Communication: Effectiveness in facilitating communication between the team and stakeholders, ensuring transparency and alignment.**
* **Organizational Agility Contribution: Contribution to the broader adoption of Agile practices within the organization beyond the immediate team.**

**Team Skills**

**Scrum Masters are integral to the team's success and act as a bridge between the team and the organization. They should demonstrate the following team-oriented behaviors:**

* **Servant Leadership: Focuses on supporting and empowering the team, putting their needs first. Protects the team from external distractions.**
* **Fostering Collaboration: Creates an environment of psychological safety where team members feel comfortable collaborating, sharing ideas, and providing feedback.**
* **Conflict Resolution: Helps the team navigate conflicts constructively and find mutually agreeable solutions.**
* **Promoting Self-Organization: Guides the team towards becoming self-organizing and managing their own work effectively.**
* **Continuous Learning: Encourages a culture of continuous learning and improvement within the team and for themselves.**
* **Transparency: Ensures transparency around the team's work, progress, and challenges to the team and relevant stakeholders.**