



Scrum Master (part-time) Position Description

- **Part-time (3 days/week) opportunity**
- **Use your scrum knowledge and skills to work for a better world**
- **Have a real impact on the work of over 6,500 for-purpose organisations that use the EthicalJobs.com.au platform**

ABOUT US

EthicalJobs.com.au is working to change the world, one job at a time.

We bridge the gap between thousands of not-for-profit organisations that strive to make our world a better place, and all the passionate, values-driven job-seekers who want to “work for a better world”.

As a for-profit social enterprise and one of Australia’s top job-search sites for the not-for-profit sector and beyond, **our platform supports the work of more than 6,500 for-purpose organisations** around the country, and has a passionate community of **300,000+ unique users using the site each month**. And we’re growing!

You’ll be joining a friendly, passionate and successful team of 25 people (growing to ~30 in 2021) who share a vision of a more equitable, just and sustainable world.

Our spacious office in Collingwood has loads of natural light, high ceilings, standing desks, a large outdoor deck for lunch in the sun and drinks after work, and great food and coffee just around the corner.

ABOUT YOU

You’re an experienced and ideally accredited Scrum Master (PSM1 or PSM11) who is passionate about making a difference in the world.

With proven experience in the successful delivery of an agile software development project you:

- **Lead by example.** You’re a living demonstration of team assets and Scrum Values.
- **Create an environment of safety.** You encourage debate, support it and keep it productive.
- **Facilitate consensus among the team.** You try to have key decisions made clear at the end of team discussions, making responsibility and deadlines clear.
- **Are proficient at reading the room.** You have a high EQ and know when and how to lend a hand.
- **Show patience.** You’re okay with silence and letting the team take action.
- **Restrain from solving.** You reveal rather than resolve, and you like to help team members to develop their conflict resolution skills.

- **Care for people.** You meet the team where they are and help them find the next step.

Finally, you're also someone with an interest in social-justice and/or environmental issues and you want to be part of an organisation focused on working for a better world.

ABOUT THE TEAM

You'll be joining our Product team – currently 6 software engineers, a Head of Product, a UI/UX Designer and a QA specialist. We're currently recruiting 2 or 3 additional software engineers for the team too.

We adopted the Scrum framework 18 months ago and have doubled down on adherence to the framework and adopting best practice in earnest for the last 6 months. We are moving to become a high performing team and are looking for an experienced Scrum Master to assist us with ongoing learning and development, particularly in areas of quality, estimation and prioritisation.

We're a very friendly, open and relaxed team. We're always looking for different perspectives, so you'll have the opportunity to challenge implementations or ideas by anyone else in the team. We focus on the idea, not the role title.

We've got some big, ambitious plans for the platform in 2021 and beyond and you'll be crucial in helping us to create the future of the EthicalJobs.com.au platform.

RESPONSIBILITIES

The Scrum Master is an accountable servant-leader for our Scrum team. Key responsibilities for the role include:

- Ensuring Scrum is understood and enacted by the team
- Facilitating Scrum events/ceremonies
- Helping the team adhere to Scrum's theory, practices, and rules
- Helping people to embrace and live the Scrum values
- Supporting the Scrum Team to work together effectively
- Effecting change that improves quality of the code and product, as well as team and individual productivity
- Encouraging agility within the broader organisation

SALARY

A competitive salary (including participation in our organisational bonus plan) will be negotiated with the successful candidate, based on experience.

WHAT DO YOU GET BEYOND A GREAT REMUNERATION PACKAGE?

- Work remotely up to 3 days / week
- 16" MacBook Pro to work from
- A beautiful office with lots of natural light and close to public transport
- A beautiful outdoor deck to eat your lunch on

- Work anniversary lunches – our whole team will take you out for lunch to celebrate your work anniversaries
- Regular social events
- Standing desk
- Unlimited fruit, nuts and chocolate (when in the office)
- Pet-friendly workplace – a number of staff regularly bring their dogs in to make the office more fun
- Paid professional development / training days
- Generous parental leave policy
- The opportunity to have a real impact on the work of over 6,500 charities and social enterprises across Australia!

HOURS

Part time - 3 days per week. Ideally Monday, Thursday and Friday, **or** Wednesday, Thursday and Friday. Flexibility with hours of work is possible.

LOCATION

On Monday and Friday our whole team is in the office while other days you can choose to work either remotely or in the office.

EXCITED?

To apply, please submit – via the application form on [EthicalJobs.com.au](https://ethicaljobs.com.au):

- A 1-page cover letter that succinctly outlines your relevant experience in relation to the selection criteria; and
- A copy of your CV.

If you have any questions about the role please email Joel [at] ethicaljobs.com.au

Women, people of colour and people of diverse gender, age and cultural backgrounds are strongly encouraged to apply.

Application deadline: 9am, Monday 12 July 2021.