

Technical Scrum Master / Software Developer

JOB DESCRIPTION

Summary

We are looking for an experienced Technical Scrum Master / Software Developer to support a development team operating in a modern Agile environment. The role is primarily focused on Scrum Master responsibilities, while requiring a strong technical understanding of Java / JEE, Spring Boot and Angular development environments. The successful candidate will facilitate Agile delivery, remove impediments, improve team performance and ensure that technical constraints, dependencies and software quality are properly considered throughout the delivery process.

You will work closely with developers, functional analysts, testers, Technical Leads, Product Owners and project stakeholders to strengthen Agile practices and help the team deliver high-quality software increments.

Mission

- Organise and facilitate all Scrum ceremonies, including Daily Scrum, Sprint Planning, Sprint Review and Retrospectives.
- Ensure the effective application of Agile principles and the Scrum framework within the development team.
- Identify, manage and remove impediments affecting team delivery.
- Support the team in continuously improving its Agile maturity, autonomy and collaboration.
- Coach and support the Product Owner with backlog management and prioritisation.
- Monitor team performance through indicators such as velocity, burndown and delivery quality.
- Identify improvement opportunities and translate them into concrete actions.
- Promote a culture of continuous improvement, feedback, ownership and collaboration.
- Understand technical challenges encountered by the development team and facilitate decision-making when required.
- Work closely with the Technical Lead and developers on technical topics, dependencies and delivery risks.
- Ensure technical constraints are properly considered during estimation, planning and delivery.
- Support the team in delivering quality increments aligned with the agreed Definition of Done.
- Facilitate collaboration between technical teams and project stakeholders and provide clear visibility on progress, risks and dependencies.
- Contribute technically when necessary while maintaining a primary focus on the Scrum Master role.

Key Skills

Agile & Scrum

- Strong expertise in Agile methodologies and Scrum.

- Proven experience as a Scrum Master within software development teams.
- Ability to adapt Agile practices to different project contexts and coordinate collaboration across teams.
- Strong experience with Agile performance indicators and metrics.
- Experience with iceScrum or an equivalent Agile management tool.
- Professional Scrum Master I (PSM I) certification or higher is required.

Technical Environment

- Strong understanding of modern software development environments.
- Good to expert knowledge of Java / JEE / Spring Boot.
- Good knowledge of Angular and modern front-end development environments.
- Understanding of service-oriented architectures and REST APIs.
- Knowledge of SQL and relational databases such as DB2 and MySQL.
- Knowledge of unit testing practices and tools such as JUnit and Mockito.
- Understanding of Git, GitLab and CI/CD practices.
- Familiarity with Docker-based deployment practices is an asset.

Soft Skills

- Excellent written and verbal communication skills.
- Strong facilitation and coaching capabilities.
- Ability to federate, guide and support a development team.
- Strong problem-solving and impediment-removal skills.
- Diplomatic and attentive communication style.
- Strong team spirit, ownership and collaborative mindset.
- Ability to communicate effectively with technical and non-technical stakeholders.
- Full professional proficiency in French is required.

Profile

You are an experienced Scrum Master with a genuine technical background, comfortable working closely with software development teams and understanding their day-to-day technical challenges. You combine strong Agile/Scrum expertise with sufficient knowledge of Java, Spring Boot, Angular, REST APIs, databases, testing and CI/CD to facilitate technical discussions without replacing the Technical Lead. You are able to coach a team, remove obstacles, challenge delivery practices, monitor performance and create the right conditions for developers to deliver high-quality software efficiently.