Scrum Master

Location: (remote Continental US with Central Europe time-zone working hours)

ABOUT FLUENCE

Fluence, a Siemens and AES company, is the global market leader in energy storage technology solutions and services, combining the agility of a technology company with the expertise, vision and financial backing of two well-established and respected industry giants. Building on the pioneering work of AES Energy Storage and Siemens energy storage, our goal is to create a more sustainable future by transforming the way we power our world. Providing design, delivery and integration, Fluence offers proven energy storage technology solutions that address the diverse needs and challenges of customers in a rapidly transforming energy landscape.

Fluence currently has more than 2.4 gigawatts of projects in operation or awarded across 24 countries and territories worldwide. We topped the Guidehouse utility-scale energy storage leaderboard in 2020 and were named one of Fast Company's Most Innovative Companies in 2019. In 2020, our sixth-generation Tech Stack won Commercial Technology of the Year at the 22nd annual S&P Global Platts Global Energy Awards.

Leading

Do others come to you for your subject matter expertise? Are you excited by the challenge of working in a start-up atmosphere with a purpose?

In this role, as a Scrum Master you will work in Agile Teams composed by some of the smartest people in the industry. You will help the team focus on creating high-value product increments that meet the agreed upon standards & expectations. You will coach an amazing group of hardware and software developers in self-management, cross-functionality, and Scrum adoption. Additionally you will support Product Owners & Product Managers by helping find techniques for effective Product Goal definition and Product Backlog management; and you will ensure that all Scrum events take place and are positive, productive, and kept within time limits.

Responsible

Fluence is defined by its unwavering commitment to safety, quality, and integrity. We take personal ownership in what we do, developing trust in our relationships with internal and

external stakeholders. We firmly believe in having honest, forthcoming, and fair communications.

Interpersonal Requirements:

- Servant Leader – Must be able to garner respect from his/her team and be willing to get their hands dirty to get the job done.
- Communicative and social – Must be able to communicate well with teams.
- Facilitative – Must be able to lead and demonstrate value-add principles to a team.
- Assertive – Must be able to ensure Agile/Scrum concepts and principles are adhered to, must be able to be a voice of reason and authority, make the tough calls.
- Situationally Aware – Must be the first to notice differences and issues as they arise and elevate them to management.
- Enthusiastic – Must be a positive voice for agile ways of working.
- Continual improvement – Must continually be growing, learning new tools, and techniques to manage oneself and a team.
- Conflict resolution – Must be able to facilitate discussion and facilitate alternatives or different approaches.
- Attitude of empowerment – Must be able to lead a team to self-organization.
- Attitude of transparency – Must desire to bring disclosure and transparency to the business about development and grow business trust.

Agile

Here at Fluence, we strive to continuously improve, be intellectually curious and be adaptive to our customers and employee's needs. Collaboration is key, both in our partnerships with our customers, and with each other. Fluence prioritizes the most critical efforts that allow for the greatest impact.

- MUST understand and be able to explain processes and methodologies, iterative development, and product lifecycle.
- MUST have substantive experience using agile methods, especially the Scrum Framework.
- MUST have experience and/or expertise applying agile methods to cyber-physical systems (integrated Software + Hardware products)
- MUST have formal training in agile methods, such as a Certified Scrum Master (CSM) credential, or equivalent.
- MUST be able to design or install metrics relevant to team planning & performance.

Fun

Working on transforming a fundamental part of our society is exciting and fulfilling. It requires creativity, diversity of ideas and backgrounds, and building trust to effect change and move with speed. We respect our coworkers and customers. We listen to what others have to say, and we are inclusive.

We are always looking for people who are excited by challenges and the opportunity to be problem-solvers. Our entrepreneurial mindset allows for ownership, sense of urgency and fulfillment. Fluents love what we do and are passionate about the way we power our world.

Our Agile teams develop our award-winning products. Our Scrum Masters are critical for planning and advising Scrum implementations, so development work is efficient and we keep delighting our customers.

GET IN TOUCH

Please send your resume and cover letter to careers@fluenceenergy.com.

Fluence IS AN EQUAL OPPORTUNITY EMPLOYER and fully subscribes to the principles of Equal Employment Opportunity to ensure that all applicants and employees are considered for hire, promotion, and job status without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, marital or familial status.