



60 S. 6th Street, Suite 2800, Minneapolis, MN 55402

Description

M-RETS is a non-profit, mission-driven organization whose environmental attribute tracking platform facilitates the drive toward economy-wide decarbonization by providing quality data and software tools that drive the markets M-RETS serves. M-RETS passion does not stop simply at providing scalable and replicable digital solutions to help solve environmental problems at local, regional, and national levels, it also involves providing thought leadership and support to growing environmental attribute markets. On the data side, M-RETS accomplishes this mission with innovative, dynamic digital infrastructure and a team of passionate energy and technical experts.

The M-RETS platform is the leading renewable certificate tracking system, used by Fortune 25 companies, utilities, and regulators. We have over a decade of rich industry data that increases each year. We want to continue to deliver a strong platform and keep ahead of changes in the energy industry via innovative and useful features to support our organizational goal of growing our sophistication as a data organization. With M-RETS you will work on Products that matter, and you will help our platform deliver more value and impact through infusing the market with enhanced data and information.

M-RETS has an opening for a **Scrum master**, who will collaborate directly with the Chief Executive, Product Owner, and the software product development team. This role will include the opportunity to gain in-depth knowledge of clean energy markets and to be part of an organization working on innovative decarbonization solutions. This role will be responsible for leading and coaching enterprise agility and fostering positive culture change.

The growing M-RETS team is a mix of local and remote team members from three different countries that align with an agile development mindset. The Scrum Master will work directly with M-RETS developers as part of a cross-functional team to translate deliver capabilities that meet the M-RETS business objectives through adherence to the Agile frameworks. The Scrum Master will guide the Scrum team through the development of new M-RETS products, features, and solutions that support new and existing environmental markets and drive economywide decarbonization. The Scrum Master will bring a modern Agile Product Development approach to M-RETS and continuously improve software development and execution.

M-RETS seeks someone motivated by the M-RETS mission as well as the ability to work with leadership and a diverse development time can thrive within the M-RETS work culture. M-RETS provides an environment where people succeed in their work and love what they do. M-RETS headquarters is in a great coworking space in downtown Minneapolis with many amenities that make it easy and fun to head into the office. M-RETS openly values diversity of experience and opinion, we believe in what we do and value the chance to make a positive impact on the global march towards carbon free energy systems.

The role of the M-RETS Scrum Master:

- Coach members of the Scrum Team in adherence and benefits to role accountabilities.
- Promote collaboration and teamwork across scrum team members, encouraging cross-training and team support when necessary.
- Guide teams to be able to make connections to the teams' behaviors and both the Agile Manifesto and the Scrum Framework.
- Facilitate Scrum Events as needed or requested. Understand effective facilitation and be able to demonstrate different facilitation techniques.
- Understand and demonstrate versatility in coaching and communicating with Scrum Team members based on unique behavioral styles.
- Ensure the Scrum Team is setting commitments (Product Goal, Sprint Goal, Definition of Done).
- Ensure the Scrum Team is striving toward Self-Management.
- Ensure the effectiveness of all Scrum Events and Artifacts.
- Coach both the Product Owner (PO) and Development Manager (DM) to ensure good product backlog management is happening and the product backlog is aligned to backlog priority.
- Protect the developers from distractions that keep them from achieving the sprint goal.
- Ensure that the right information is radiated to those that need it.
- Understand when the situation calls for facilitation, teaching, modeling, mentoring, and coaching. Use the appropriate technique for each unique situation.
- Demonstrate servant leadership.
- Understand and Identify Impediments to the team's success and facilitate their removal.
- Understand and facilitate the creation of Working Agreements.
- Stay abreast of and incorporate new Scrum Guide changes.
- Help the team to self-organize/self-manage.
- Train/educate others on Agile frameworks, including leadership team.
- Coach the evolution of Enterprise Agility within the organization, including leadership team.
- Support positive culture change and lead by modeling behaviors.
- Analyze modifications to frameworks or process decisions with the Agile Manifesto to guide others.
- Facilitate larger organizational events like communities of practice, lean coffee, etc.
- Facilitate root cause analysis sessions as needed.
- Apply conflict resolution techniques.
- Evaluate and coaching improvement in team performance.

Requirements

- Bachelor 's degree or equivalent work experience.
- 4+ years as a Scrum Master for software engineering teams or related agile project management experience, preferably in a small company or startup environment
- Excellent people and project management skills.
- Adept at refinement, story splitting, estimation, velocity, retrospection, and other Scrum Techniques.
- Experience helping an organization to adopt Agile Principles and values and to evolve Enterprise Agility.
- Strong analytical and problem-solving skills.
- Demonstrated strong leadership skills.
- Experience in behavioral change.
- Familiarity with tools like Jira, Confluence, Github, Miro or similar.
- Certified Scrum Master (CSM, PSM I).
- Knowledge of multiple facilitation and coaching techniques.
- Experience giving and receiving value added feedback.
- Experience or interest working in distributed, global teams.
- Comfortable working with a small team of colleagues in a dynamic, fast-paced environment.

Nice to Have:

- Second level Scrum Master certification (A-CSM, PSM II).
- Scaling experience and/or knowledge of multiple scaling frameworks.
- Knowledge and/or experience applying different Agile frameworks (Scrum, Kanban, eXtreme Programming, etc).
- Familiarity with tools like Jira, Confluence, Github, Miro or similar.
- Strong verbal and written communication skills.
- Experience building strong relationships with Scrum Teams, Product Owners, external stakeholders, and leadership.
- Experience with strategic communication outside of teams to stakeholders and leaders.
- Prior Coaching experience.
- Experience or interest in teaching and coaching team members.
- Understand Systems Thinking.
- Experience applying conflict resolution techniques.

Additional Information

Seniority



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4 – 7 years relevant professional experience

Industry

Software, Decarbonization and Renewable Energy, Renewables & Environment

Type

Nonprofit

Salary Range

\$125,000-150,000

Employment Type

Full-time

Location

Minneapolis, MN, Twin Cities Greater Metro Area - Minnesota and Wisconsin

Work Requirements

Must be legally able to work in the US, unfortunately we have no sponsorship opportunities at this time.

Contact

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EEO Language

EQUAL EMPLOYMENT OPPORTUNITY

M-RETS does not discriminate in employment on the basis of race, creed, color, religion, sex (including pregnancy and gender identity/expression), national origin, marital status, familial status, status with regard to public assistance, disability, age, membership on a local human rights commission and sexual orientation or any other class protected by federal, state, or local law. This policy applies to all aspects of the application process and employment relationship including but not limited to hiring, promotion, transfer, demotion, termination, discipline, benefits and other terms and conditions of employment.

Website Posting Language

If you are interested in applying for this position, please email your resume and cover letter in PDF format to kathy.smith@hrserviceteam.com.