

Scrum Master DDIT US&I

Job ID

REQ-10076829

Aug 06, 2026

LOC_ES

About the Role

Key Responsibilities

Agile Coaching & Team Enablement

- Coach teams, Product Owners, and stakeholders on Agile mindset, Scrum, and SAFe practices
- Enable high-performing, self-organized, and autonomous Agile teams
- Foster continuous learning, feedback culture, and continuous improvement
- Support onboarding and scaling of Agile teams across programs
- Promote knowledge sharing through Agile communities of practice

Scrum & SAFe Execution

- Facilitate Scrum ceremonies: Sprint Planning, Daily Stand-ups, Reviews, Retrospectives
- Support SAFe events including PI Planning, Inspect & Adapt, and ART Syncs
- Ensure alignment between team execution and program-level objectives
- Drive consistent Agile ways of working across teams and external partners

Flow Optimization & Delivery Support

- Identify and remove impediments impacting team effectiveness
- Optimize flow using metrics such as lead time, cycle time, and throughput
- Enable sustainable and predictable delivery practices
- Embed continuous improvement actions into team workflows

Collaboration & Stakeholder Engagement

- Partner with Product Owners on backlog readiness and prioritization
- Act as a bridge between business and IT teams ensuring transparency
- Facilitate collaboration across multi-team and SAFe environments
- Educate stakeholders on Agile principles and ways of working
- Influence without authority to drive mindset and behavior changes

Agile Metrics & Continuous Improvement

- Track Agile KPIs including velocity, cycle time, flow efficiency, and predictability
- Use data insights to drive continuous improvement

- Promote Inspect & Adapt culture at team and program level
- Drive improvements across processes, people, and tools

Essential Requirements

- Bachelor's degree in IT, Engineering, or related field
- Certified Scrum Master (CSM, PSM, or equivalent)
- SAFe certification preferred
- 7+ years of Scrum Master experience in Agile environments
- Strong SAFe and Agile expertise
- Experience in global and matrix organizations

Technical & Tooling Skills

- Jira, Confluence
- Agile metrics dashboards and reporting tools
- Salesforce (Marketing, Sales, Health Cloud)
- Veeva CRM
- CMS platforms (Drupal)

Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and a minimum of 14 weeks paid parental leave.

Expected Annual Base Salary Range for role:

* Barcelona: 57,900.00 - 107,500.00 EUR Annual

The salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Further details will be provided during the application process.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our [brochure](#) to learn more about our global total rewards offering:

https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and Inclusion / EEO paragraph:

Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

Role Requirements

Why Novartis: Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients' lives. Ready to create a brighter future together? <https://www.novartis.com/about/strategy/people-and-culture>

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally.

[Read our handbook \(PDF 30 MB\)](#)

Primary location salary range

€57,900.00 - €107,500.00

Division

DIV_TO

Business Unit

Information Technology

Location

LOC_ES

Site

Barcelona Gran Vía

Company / Legal Entity

ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.

Functional Area

FCT_IT

Job Type

Full time

Employment Type

Regular

Shift Work

No

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