

Scrum Master

JOIN PAYCHEX EUROPE

At **Paychex Europe**, we simplify payroll, HR and workforce management for businesses across Europe. We believe great results come from people who take ownership, share knowledge, challenge the status quo, and treat colleagues and customers with honesty and respect. These behaviors shape our culture and reflect the values we live by: Integrity, Respect, Partnership, Curiosity, Accountability, and Service.

When you join our team, you can make a mark by helping us deliver solutions that make work easier for businesses and their employees.

Scrum Master

Help us deliver our product in the most efficient way by connecting developers, Quality Assurance, product specialists, and many others.

As a Scrum Master, you will help lead the way for the delivery organization. You'll connect two of our remote development teams with the rest of the organization and make sure communication flows smoothly both within and outside the teams.

You'll also have the opportunity to help shape the ways of working across the teams building our HR product. Together, you'll explore the best setup for our teams and our work, and you'll even have the opportunity to head up some of our guilds.

Our product, Empty People, is a flexible HR system for small and medium-sized businesses that unifies the entire employee journey in one solution, from recruitment and onboarding to performance, time and absence management, and offboarding.

What you will do

In your day-to-day role, you'll be in close contact with our two development teams. On a weekly basis, you'll also connect with our architect, Product Manager, DevOps team, UX team, and others closely involved in the development process.

Together, you'll discuss how to best succeed with our current roadmap and find the right structure for the work we are delivering.

This is a hybrid setup, so we'll meet at our Østerbro office three days a week. Although most of our development teams are located in Poland, at our office you'll be joined by a small team of developers, as well as colleagues from Product, UX, Onboarding, Sales, and other areas of the organization.

As part of the role, you will:

- Explore and establish good daily routines for the teams.
- Help teams establish purposeful routines and interactions that support coordination, transparency and timely decision-making ie. adapting practices to what each team needs.
- Check in with the other scrum master to align and partner closely with the other Scrum Master to coordinate support, share insights and address patterns or impediments that span teams.
- Strengthen collaboration between Product, Engineering, Architecture, UX, QA and DevOps so priorities, technical considerations, quality expectations and delivery constraints are understood early.
- Work with the full team of 7 Scrum Masters across Paychex Europe

What will help you succeed

We encourage you to apply even if you don't tick every single box. The following experience and skills will help you succeed in this role:

- Previous work with remote teams.
- Good knowledge of the software delivery process.
- Strong online facilitation skills.
- Ability to look beyond individual ceremonies or teams and understand how dependencies, organisational structures, decision-making and ways of working affect delivery.
- Experience working with a wide range of teams, and stakeholders with different backgrounds.
- Experience helping teams adopt and sustain changes to ways of working, particularly where the change involves multiple teams or functions
- High ambitions, combined with the ability to appreciate and celebrate the smaller wins along the way.

What we offer

- Real influence on how our development teams work, with the opportunity to shape processes across the organization
- A varied role connecting developers, Product, UX, DevOps, and other teams across Paychex Europe
- A collaborative, international environment with remote development teams in Poland
- The chance to lead initiatives beyond your teams, including our Scrum Master guilds
- A hybrid setup with 3 days a week at our Østerbro office
- A great office canteen and access to fitness benefits

We value different perspectives and believe diverse teams make better decisions. If this role interests you and you can see yourself contributing to our team, we encourage you to apply!

For questions about the role, please do not hesitate to contact Thomas Larsen tzlarsen@paychex.eu. Applications are reviewed continuously, and we look forward to meeting candidates who are excited about this opportunity.

Respect and partnership are at the heart of how we work together. We welcome applications from all qualified individuals, regardless of age, gender identity, ethnicity, sexual orientation, disability, religion or background. At Paychex Europe, we strive to create an inclusive environment where everyone can contribute and thrive. Our hiring decisions are based on skills, experience and potential.

Start date: As soon as possible

Location: Østerbro / Vibenshus runddel (hybrid)

Hours: Full-time

PAYCHEX EUROPE

Paychex Europe delivers Payroll, HR, and Workforce Management solutions that simplify processes, save time, and provide insights that help businesses support their people and drive success. Built on over 50 years of expertise, our solutions adapt to changing needs — helping businesses run more efficiently, today and tomorrow.