

Leading the future in luxury electric and mobility

At Lucid, we set out to introduce the most captivating, luxury electric vehicles that elevate the human experience and transcend the perceived limitations of space, performance, and intelligence. Vehicles that are intuitive, liberating, and designed for the future of mobility.

We plan to lead in this new era of luxury electric by returning to the fundamentals of great design – where every decision we make is in service of the individual and environment. Because when you are longer bound by convention, you are free to define your own experience.

Come work alongside some of the most accomplished minds in the industry. Beyond providing competitive salaries, we're providing a community for innovators who want to make an immediate and significant impact. If you are driven to create a better, more sustainable future, then this is the right place for you.

Notice regarding COVID-19 vaccination requirement as a condition of gainful employment within the United States

At Lucid, we prioritize the health and wellbeing of our employees, families, and friends above all else. In response to the novel Coronavirus, and the increased transmissibility with recent variants, all new Lucid employees, whose job will be based in the United States, must provide original documentation confirming status as having received the prescribed inoculation (doses) based on the manufacturer's guidelines on their first day of employment.

Accommodations due to medical or religious exemptions will be considered. To submit for your medical or religious exemption, please complete our secure form [here](#). Once reviewed, a member of our employee relations team will reach out to you with a determination.

We are looking for experienced early-to-mid-career Scrum Masters to be servant leaders for our development teams. This role will support and advocate for the development teams while interfacing with one or more Product Managers and Technical Program Managers. The Scrum Master should support the team in following our Scrum-based Agile practices, facilitate the methodology and work with the team to make commitments and continuously improve.

The Role

- Act as servant leader for one or more development teams
- Manage and facilitate end-to-end Scrum process for one or more development teams:
- Facilitate Scrum Events/Ceremonies (Sprint Planning, Daily Scrum, Sprint Review, Sprint Retrospectives)
- Collaborate with Product Managers to facilitate Backlog Refinement/Grooming activities on a regular cadence, including prioritization and estimation
- Collaborate with Product and Program Management teams to align software development efforts and manage priorities for product development throughout the complete software development lifecycle, from design through release
- Proactively identify and unblock issues or impediments and coach the team in doing so
- Empower the team in the successful delivery of projects or features while balancing priorities and resources in collaboration with the Product Manager and Engineering Managers

- Protect the team from outside distractions or influence, enabling them to focus on the committed body of work
- Ensure visibility of cross-team dependencies in collaboration with Technical Program Managers and Product Managers
- Support Product Managers and Technical Program Managers in their interactions with Scrum Teams and provide education as needed
- •Be the spokesperson for your teams on project status
- •Provide, collect, and share data to increase transparency and to help the team and organization understand progress toward goals and areas of potential improvement
- Collaborate with other Scrum Masters, Product Managers, and Technical Program Managers to align on a cohesive delivery plan
- Facilitate discussion, decision making and conflict resolution
- Assist with internal and external stakeholder and partner communication
- Build a trusting, safe environment where team members feel empowered
- Lead and coach Scrum Teams to improve collaboration and self-organization
- Work with Scrum Teams to achieve a higher level of Scrum maturity and process maturity
- Build an environment of continuous improvement
- Facilitate team conversations around improvement and coach them on implementing improvements
- Participate in Scrum of Scrums as representative of your team(s)
- Proactively triage newly created backlog items (bugs, stories, tasks, etc.) in collaboration with Technical Program Managers and Engineering Managers, ensuring well-written tickets and distribution to appropriate teams
- Bring a sense of fun

Qualifications

- 2+ years of experience in a delivery lead, agile coach, scrum master, or similar role
- Agile and/or scrum certification – CSM/PSM
- Experience planning and estimating in a Scrum environment
- Knowledge of a variety of approaches or methodologies in the agile space – Scrum, Kanban, etc.
- Strong interpersonal skills with ability to work collaboratively with diverse personality types
- Ability to work well and collaborate with other teams of various skill levels
- Experience navigating and exerting influence across organizational boundaries and in areas where you have no authority
- Strong analytical, planning and organizational skills with the ability to manage competing demands
- Excellent communication, mentoring and servant leadership skills
- Experience with conflict resolution, continuous improvement, and team empowerment
- Understanding of continuous build and integration environments and familiarity with modern software engineering techniques
- Track record of delivery of complex products and services in a team-driven environment
- Knowledge of working with JIRA, Confluence, and requirements management tools

- Willingness to provide direct and honest feedback to team members
- Ability to work effectively in a team setting
- Ability to work effectively in a changing and dynamic environment