Scrum Master

Location: Brussels

Are you ready to take your career to the next level?
Do you thrive in environments that challenge and inspire you?
Would you like to grow within a team that values both excellence and enjoyment at work?

Taleo Consulting is an international management consulting group with offices in **France, Luxembourg, Belgium, The Netherlands, Switzerland, Spain, Singapore, Portugal, and Italy**.

We've grown into a team of **450+ talented professionals** across **10 offices worldwide,** partnering with leading organizations in **Financial, Life Sciences, Retail,** and **Energy** - Sectors, to drive transformation and deliver lasting impact.

At Taleo, you'll find more than just a job. You'll join a community of ambitious consultants who share a passion for growth, innovation, and teamwork. Together, we create an environment where you can develop your skills, take on new challenges, and truly make a difference.

What Will You Do?

At Taleo Consulting, we believe that **our growth starts with our people**. When our consultants thrive, so do our clients.
Motivated, curious, and passionate professionals make a real impact, not only on their own careers but also on the success of the organizations they support.

We're looking for individuals who **embody our values** and help us foster strong, trust-based relationships with both our **clients** and our **teams across the globe**.
Our success is built on the **talent, collaboration, and commitment** of our people and we're now looking for **a Scrum Master** to join our journey.

Mission context

The Scrum Master is the key reference in a squad following an agile framework as the Scrum methodology. He/she ensures the global understanding of the methodology by the Squad and helps the team to maximise the project's result. He/she protects the team for internal and external distractions. The Scrum Master ensures the proper use and application of the Agile Methodology and coaches the squad along with the business lines and stakeholders, explaining which interactions with the team are helpful and which not.

Function description

Project follow-up
•Set up and facilitate the Scrum ceremonies (Daily Stand-up, Sprint Review, Sprint Planning, Retrospective) and other meetings
•Schedule and follow the key steps of the methodology
•Guarantee a smooth use of the Scrum methodology and help the Project Team face any obstacles
•Provide assistance or support to the Scrum Team concerning the Product Backlog
•Assist and support the team in the delivery of the Definition of Done (DoD), Sprint Backlog, etc.
•Track team capacity and velocity metrics for planning and progress purposes •Ensure consistency of backlog in Jira Project methodology
•Help the Project Team face any difficulties and promote its gradual self-organization
•Remove barriers to team effectiveness and protect the team from outside distractions
•Risk & issue management

Language requirements

French Fluent
English Fluent

Education
Master or equivalent by experience

Certification
Scrum Master Certification

Telework
Expectation: 50% on site & 50% homeworking

Agile requirements

Agile teams are cross-functional. All required disciplines are represented in the team (analysis, development, testing, …). However, although team members have a primary role representing a discipline, they are expected to take on other roles and contribute to other disciplines whenever it helps towards reaching the sprint goal.
How do we imagine our future IT Scrum Master?
We attract top talent and empower them with the right environment to excel and drive collective success.

Required experience / knowledge
At least **5 years** of relevant experience

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Technical experience

mandatory
• Knowledge of agile reporting and follow-up tools (e.g. Jira)
• Understanding of tooling on automated unit testing, automated functional testing and continuous integration tooling
• Sound knowledge of software development methodology
• Sound knowledge of project management methodology

preferable
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Business experience
mandatory
Expert knowledge of agile methodology and techniques ; agile mindset and coaching experience; Banking experience

Soft skills

Attitude/Behavior The Scrum Master represents and embodies the Agile spirit and acts as a « servant leader », which implies:
• a positive attitude, with empathy, excellent communication skills and pragmatic approach: listen to the team and support the team in their problem solving, create an environment of open feedback and trust.
• Encourages the sharing of knowledge and best practices. o Shows a pro-active approach to the development of competences of the team and each one of its members
• Continuous improvement: There is no failure, only feedback: Agile is about taking everything as lessons, adjusting actions based on the feedback
• Be a team player: encourages team building, based on collaboration and autonomy: use of persuasive power before authority, ask questions before giving instructions, support the team in resolving their problems before providing the answers.
• Looks further than the day-to-day objectives, enable actions in line with the IT strategy

Why should you join us?
By joining Taleo, you'll become part of a **talented, international, and dynamic team**.

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You'll benefit from **real career growth opportunities**, continuous learning, and the chance to build **long-lasting relationships** across borders and industries.

If you recognize yourself in this description and are ready to grow with a company that values ambition, collaboration, and excellence, let's connect.

Share your CV and take the next step in your journey with Taleo