Scrum Master

Concept Plus is a mission-focused technology solutions provider that transforms IT concepts into impactful solutions for federal agencies. Headquartered in Fairfax, VA, we bring the agility, responsiveness, and customer intimacy of a small business combined with the quality and infrastructure of a larger firm.

Recognized as an award-winning Oracle partner, we have delivered innovative solutions across Defense, Intelligence, Civilian, Health IT, and Tribal sectors. Our highly certified experts build systems that drive efficiency, accelerate modernization, and ensure mission outcomes with certainty.

We offer competitive pay, comprehensive health, dental, and vision insurance, paid life insurance, paid time off, 11 paid holidays, performance bonuses, tuition reimbursement, unlimited training, and the opportunity to thrive in a collaborative, flexible, and innovative environment.

For more information, visit www.conceptplus.com.

About the role

Concept Plus is seeking an experienced Scrum Master to facilitate agile delivery for one or more Integrated Teams providing common services for Oracle eBusiness applications hosted on Oracle Cloud Infrastructure (OCI) platforms. In this role, you will organize, direct, and coordinate the planning and production of all development and sustainment activities; manage day-to-day team operations across on-site and remote personnel; and ensure the team executes using Agile Scrum methodology and DevSecOps practices in alignment with the Government's agile strategy. You will work closely with Government Product Owners (POs) to remove roadblocks, maintain the product backlog, conduct all Scrum ceremonies, and ensure transparency via strategic communications. You will be familiar with quality management best practices and DoD IT and cybersecurity requirements.

What you'll do

- Organize, direct, and coordinate the planning and production of all development and sustainment activities for one or more Integrated Teams, ensuring alignment with the Government's agile strategy and System Lifecycle and agile policies
- Facilitate all Scrum ceremonies including sprint planning, daily standups, sprint reviews, sprint retrospectives, and backlog refinement, maintaining consistent rhythm and team accountability
- Work closely with Government Product Owners to manage and prioritize the product backlog, communicate team progress, and surface and remove blockers impeding delivery
- Manage day-to-day development support operations involving multiple projects and personnel across on-site and remote locations; coordinate cross-team dependencies and resolve scheduling conflicts

- Ensure all performance goals are met and deliverables submitted on time; maintain program plans, reports, and the Integrated Master Schedule (IMS) in coordination with the Program Manager
- Ensure appropriate team participation in all Government-directed meetings, governance reviews, and reporting activities; implement change management and ensure transparency via strategic communications
- Assure that issues and action items are captured, tracked, and resolved; maintain all documentation on the Government-directed collaboration site, keeping it current and accessible to all stakeholders
- Interface regularly with Government Product Owners, System Engineers, and Test Authorities to communicate team status, raise issues, and align sprint execution to program objectives
- Facilitate cross-team coordination through participation in Scrum-of-Scrums or equivalent ceremonies when multiple Integrated Teams are operating concurrently
- Support the Program Manager in tracking team velocity, sprint metrics, and delivery trends; contribute to status reports and program reviews with team-level performance data
- Champion continuous improvement through retrospective-driven process refinement, identifying and implementing practices that increase team efficiency, quality, and delivery predictability
- Coordinate with the DevSecOps Lead to ensure development tasks align with pipeline cadence, automated test coverage requirements, and deployment readiness gates
- Support onboarding of new team members, helping integrate them into team processes, tools, and the Government's collaboration environment quickly and effectively
- Promote and model a culture of shared ownership, transparency, and iterative improvement consistent with the program's Integrated Team Structure objectives

Required Qualifications

- US Citizen
- Bachelor's degree in Information Technology, Computer Science, Business Administration, or related field; equivalent work experience considered
- Active Certified Scrum Master (CSM) certification required at time of hire; certification must be current and in good standing
- 5+ years of experience as a Scrum Master or agile team lead on DoD or Federal IT programs
- Demonstrated experience facilitating all Scrum ceremonies, managing product backlogs in coordination with Product Owners, and removing impediments for development and sustainment teams
- Proven experience organizing and coordinating development and sustainment activities across distributed, multi-location teams using Agile Scrum methodology and DevSecOps practices

- Excellent written and oral communication skills; demonstrated ability to maintain transparency with Government stakeholders through regular and ad hoc reporting and status meetings
- Familiarity with DoD IT program delivery requirements, cybersecurity expectations, and quality management best practices
- Experience maintaining program documentation on Government-directed collaboration platforms (e.g., Jira, Confluence, SharePoint, or equivalent)
- Active DoD Secret clearance
- Active DoD 8140/8570 IAT-II or higher certification required at time of hire (qualifying certifications include CompTIA Security+ CE, CompTIA CySA+, GSEC, SSCP, GICSP, CND, or IAT-III equivalent such as CASP+ CE, CISSP, CISA, CCNP Security, GCED, or GCIH)

Preferred Qualifications

- SAFe (Scaled Agile Framework) certification (e.g., SAFe Scrum Master, SAFe Agilist) or experience operating within a scaled agile delivery environment with multiple concurrent teams
- Experience directing agile team activities for projects utilizing a broad Oracle technology stack (e.g. Oracle eBusiness Suite (eBS), Oracle Integration Cloud (OIC), Oracle SOA Suite, Oracle Fusion Middleware, Oracle WebLogic Server, Oracle GoldenGate, Oracle IAM / OCI IAM SSO, Oracle Internet Directory (OID) / Oracle Unified Directory (OUD), Oracle Analytics Cloud (OAC) / Oracle Analytics Server (OAS), Oracle Risk Management Cloud, and Oracle Cloud Infrastructure (OCI)) consistent with the technology scope of the program
- Experience supporting AFLCMC, BES Directorate, or a DoD ERP or IT modernization program of record
- Familiarity with Oracle ERP environments, OCI-hosted applications, or enterprise IT sustainment programs as the delivery context for agile teamwork
- Experience using DoD-standard project management and collaboration tools such as Jira, Confluence, Azure DevOps, or equivalent Government-directed platforms
- Experience coordinating Scrum-of-Scrums or PI Planning events across multiple Integrated Teams on a large DoD program (50+ FTE)
- Additional agile certifications such as Certified Scrum Product Owner (CSPO), Certified Scrum Professional (CSP), or PMI-ACP are a plus
- Familiarity with DoD RMF, ATO processes, and cybersecurity requirements as they relate to software development and delivery

Concept Plus is an Equal Opportunity Employer. As such, we will give your application full consideration without regard to your race, color, religion, sex, age, national origin, disability, veteran status, sexual orientation, gender identity, or any other classification protected by federal, state, or local law.