

**SMART PARTNERS®**  
PRACTICAL CONSULTING

## Scrum Master

Full remote, flextime, visa sponsorship

### Job Information

**Recruiter**[Smart Partners](#)**Hiring Company**

A Japanese technology company transforming businesses in Japan

**Job ID**

1543510

**Industry**

Internet, Web Services

**Job Type**

Permanent Full-time

**Location**

Tokyo - 23 Wards

**Salary**

7 million yen ~ 10 million yen

**Refreshed**

July 15th, 2025 00:00

### General Requirements

**Minimum Experience Level**

Over 3 years

**Career Level**

Mid Career

**Minimum English Level**

Business Level

**Minimum Japanese Level**

Business Level

**Minimum Education Level**

Bachelor's Degree

**Visa Status**

No permission to work in Japan required

### Job Description

My client is a forward-thinking technology company revolutionising the business landscape in Japan through digital innovation, helping companies build resilient, high-performing teams.

Specialising in skill evaluation platforms, technical training solutions, and hiring optimisation, they work with Japanese industry leaders to modernise engineering hiring and development.

As a Scrum Master, you will drive the expansion of their award-winning skills evaluation and training platform by coordinating project scope, aligning deliverables, and ensuring the timely execution of key milestones.

Enjoy fully remote work within Japan in a company offering a modern workplace culture and an international team committed to excellence.

Responsibilities include:

- Act as Scrum Master in a bilingual, multicultural development team
- Run scrum ceremonies, including sprint planning, daily stand-ups, sprint reviews, and retrospectives
- Identify and mitigate potential blockers, and ensure project success
- Foster collaboration between cross-functional teams, including product managers, designers, and stakeholders
- Continuously improve processes to enhance team productivity, quality, and delivery speed
- Manage communication strategies to update stakeholders on progress

What's on offer:

- A salary in the range of 7M to 10M JPY (depending on skills and experience)
- 2025 is a big year for this division – play a lead role in making this happen
- Work in a modern, international, and supportive environment with strong support for work-life balance
- For overseas applicants: visa support & relocation assistance
- Fully remote within Japan, or you can work from the Tokyo office (if you prefer); Flextime

---

## Required Skills

Essential Skills & Experience:

- 5+ years of experience managing software engineering projects, with 3+ years in a Scrum Master, Agile leadership or project management role
- Proficiency in Agile and Scrum methodologies
- Strong leadership, communication, and interpersonal skills, especially within diverse, multicultural teams
- Some proficiency with SQL

Preferred Skills and Experience:

- Hands-on experience as a software engineer
- Hands-on experience establishing new processes and building project teams from scratch

Languages:

- Business-level Japanese and English language skills are both required for this position

---

## Company Description