Senior Scrum Master / Agile Coach

Lead Agile Transformation | Hybrid

Job Information

Recruiter
Hire Pundit Japan Corporation

Hiring Company
HirePundit Japan K.K

Job ID
1619497

Industry
Insurance

Company Type
Large Company (more than 300 employees) - International Company

Non-Japanese Ratio
About half Japanese

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards, Shinagawa-ku

Salary
9 million yen ~ 15 million yen

Salary Bonuses
Bonuses included in indicated salary.

Refreshed
November 12th, 2026 22:00

General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Business Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

Lead Agile Transformation | Global Insurance Company | Tokyo, Japan

About the Opportunity

Are you someone who challenges the status quo, thinks beyond the usual processes, and enjoys turning ideas into real improvements?

A leading global insurance company is looking for an experienced **Scrum Master** / **Agile Coach** to help drive its Agile transformation in Japan.

This is an opportunity for someone who wants to do more than manage Scrum ceremonies. You will help teams work smarter, support and develop other Scrum Masters, and take the lead in building a faster, more collaborative, and continuously improving delivery environment.

If you are a proactive problem-solver who enjoys sharing ideas, coaching people, and making things better, we would love to hear from you.

Role-

- **Lead Agile transformation:** Help teams transition from traditional Waterfall delivery to Agile ways of working.
- **Coach and mentor Scrum Masters:** Guide, support, and develop a team of approximately 4–6 Scrum Masters, sharing best practices and helping them grow.
- **Lead team improvement:** Work closely with squads to identify bottlenecks, remove obstacles, and improve delivery speed and quality.
- **Challenge existing processes:** Question established ways of working, identify opportunities for improvement, and introduce practical solutions.
- **Drive continuous improvement:** Bring fresh ideas, experiment with new approaches, and help teams become more effective and self-organizing.
- **Support Agile practices:** Guide teams on Scrum, Kanban, sprint planning, reviews, retrospectives, and effective backlog management.
- **Build strong collaboration:** Work with business stakeholders, technology teams, and local and global colleagues to keep priorities aligned.
- **Take ownership:** Identify problems proactively, recommend solutions, and follow through to make sure improvements deliver results.

Why Consider This Opportunity?

- **Real ownership:** Take an active role in shaping how teams work and deliver results.
- **Meaningful impact:** Help drive a significant shift in ways of working across a global organization.
- **Room for ideas:** Bring your creativity and practical solutions to improve processes and team performance.
- **Leadership opportunity:** Coach and support other Scrum Masters while strengthening your own leadership capabilities.
- **Global environment:** Collaborate with local and international teams in a global insurance business.
- **Flexible working environment:** Enjoy a work environment that values ownership, collaboration, and effective delivery.

Interested?

If you are an experienced Scrum Master or Agile Coach who enjoys leading change, developing people, and making processes better, we would be happy to speak with you.

Apply now or get in touch for a confidential discussion to learn more about the opportunity.

Required Skills

Requirment-

- At least **3 years of experience as a Scrum Master** or in a closely related Agile delivery role.
- Strong understanding of Agile principles, Scrum, Kanban, and iterative delivery.
- Experience coaching teams, improving delivery processes, and helping teams overcome challenges.

- The ability to think critically, ask the right questions, and challenge existing practices constructively.
- A proactive mindset with the confidence to propose ideas and take ownership of improvements.
- Strong communication and stakeholder management skills, with the ability to work across business and technology teams.
- **Business-level Japanese and English**, with the ability to collaborate with both local and global stakeholders.

What Will Make You Successful

We are particularly interested in people who:

- Think like an Agile Coach, not just a meeting facilitator.
- Can influence and mentor other Scrum Masters, helping them become more effective.
- Enjoy solving complex problems and finding simpler, faster ways to work.
- Are comfortable challenging the status quo and introducing new ideas.
- Take initiative instead of waiting for instructions.
- Can balance hands-on team support with a broader view of Agile transformation.

Experience supporting multiple teams, mentoring Scrum Masters, or working with large-scale Agile frameworks such as SAFe is an advantage.

Company Description