

Manager & Scrum Master – Custom Development & RPA Teams

Are you an energetic leader who knows how to inspire people and drive delivery? Semco Maritime is looking for a Manager & Scrum Master to lead our Custom Development and RPA teams.

Your position

In your new position as Manager & Scrum Master in the IT & Digitalisation division, you will be a valuable member of the dedicated Custom Development & RPA team whose mission is to deliver business-critical software solutions and automation services. We're seeking someone who thrives in fast-paced environments, brings motivation and clarity, and understands how to balance people, processes, and progress. This is your chance to shape how we work, help us grow our agile maturity, and build a high-performing, multicultural team culture.

At Semco Maritime, safety is a core value, and in this role, you will contribute to maintaining and promoting a strong safety culture while delivering innovative solutions.

Your place of work will be at our Global HQ located in Esbjerg, the hub of the Danish energy industry, right on the waterfront – views do not get any better than this. You will be working together with nine dedicated professionals based in Denmark and the Philippines. The position is full-time, and you can expect to travel up to 10–15 days per year to our international offices. Interviews will be in August.

"We're not just building software – we're building a team that collaborates, grows, and delivers real value to the business." - Signe Tronhus

Your tasks & responsibilities

As a Manager & Scrum Master, you will be responsible for driving team delivery and agile maturity while supporting team development and stakeholder alignment.

Your tasks will include but are not limited to:

- Managing day-to-day operations and aligning team output with business goals.
- Facilitate sprint planning, stand-ups, retrospectives, and reviews with energy and structure.
- Support professional and personal growth – with a focus on individuals and the team as a whole
- Act as a translator between business and tech, understanding application operations at a high level.
- Remove blockers proactively, promote team ownership, and ensure focus on delivering value.
- Supporting and adhering to health, safety, and environmental standards in all activities.

Your profile & qualifications

We are looking for an empathetic and motivational leader with strong communication skills who is passionate about agile collaboration and building team culture. You have a proactive and organised approach to your work and are eager to grow both people and processes.

To succeed in this position, we imagine that you have:

- Experience leading cross-functional development or tech teams.
- Solid understanding of Scrum and agile methodologies and a passion for building agile maturity.
- Strong communication and interpersonal skills with a motivational leadership style.
- A former developer or technically minded person who can stay out of the details but understand the context.
- Fluency in English and strong cultural awareness.

Welcome to Semco Maritime

At Semco Maritime, we create change. For people. For projects. And for the global energy sector. With us, you will join a community of over 2,500 of the most dedicated thinkers and doers in the energy industry who are driving real change and making their own personal mark on the global energy landscape.

While everyone knows why the energy transition is vital, we are concerned with the journey. How to get there. By providing the answers needed to make change real. Because we believe that global energy ambitions can only be realized through hard work and clever pragmatic solutions. This is what we do. This is what we invite you to participate in.

Safety is at the core of everything we do, and we are committed to protecting our people, partners, and the planet as we work towards a sustainable energy future.

So yes, working for us will change the energy sector – and may well change you too.

Care to join the movement?

Change. With us.