



## UK Managing Director

### The Company

Scrum Inc.'s mission is to change the way the world works. We partner with the world's most demanding organisations to align strategy with execution and create the most effective delivery engine for their business outcomes. Founded by Dr. Jeff Sutherland, co-creator of Scrum, we partner with senior leaders across the public and private sectors to redesign how their organisations decide, deliver, adapt and innovate at the pace their missions require.

Our clients engage us because our approach is not just about implementing Agile frameworks - it is about transforming how organizations operate to deliver consistent, measurable value. Agility isn't the outcome; it's how you get there.

Scrum Inc.'s UK consulting practice is a high-performing portfolio with a strong foundation in Defence and the public sector. The next phase is growth: diversifying the portfolio, sharpening the commercial engine, growing our team, and scaling without compromising the quality that has built our reputation.

### The Role

We are seeking a visionary Managing Director to lead and scale the UK business with full P&L accountability, reporting directly to the CEO, and taking a seat at the global leadership table. The fundamentals are strong: an unmatched intellectual foundation, a proven delivery model, a high-calibre team, and a client base that values what we do. The mandate is to build on those foundations and establish Scrum Inc. UK as the partner of choice for enterprise transformation in a competitive market.

This is a hands-on leadership role, not only an oversight one. The MD will personally win significant new business, sharpen and scale the commercial engine, deliver results, and lead the diversification of the business into adjacent sectors.

Deep Scrum expertise is not required. Commercial leadership, consultancy growth, senior client credibility, and business transformation expertise matter more. The successful candidate must, however, develop rapid fluency in Scrum Inc.'s frameworks and propositions. We will invest in that and expect you to do so too.

<b>Reports to</b>	CEO, Scrum Inc.
<b>Location</b>	UK-based (hybrid), with regular travel to client sites and Scrum Inc. leadership meetings in US
<b>Remit</b>	Full P&L accountability for the UK business: client impact, strategy, growth, and team leadership

## Key Responsibilities

### 1. Business Development & Revenue Growth

The MD is personally accountable for UK revenue and profitability performance. They originate opportunities, build senior client relationships, strengthen and develop our partnership network, shape proposals, and close engagements. The pipeline is managed with stage discipline and forecast accuracy. Bid/no-bid and pricing decisions are made at pace and with conviction.

### 2. Client Leadership & Engagement Design

The MD is the firm's most credible client-facing presence: someone who can sit with a c-suite level client, diagnose what is actually broken, and shape engagements that address it. Strategic accounts are sponsored personally, with accountability for client impact, quality, relationships, and growth. Engagements are designed to protect margin, deliver to a high standard, and earn the next conversation.

### 3. P&L & Operating Performance

Growth without margin discipline is not growth. The MD owns the full commercial equation: revenue, cost, and profit. Decisions are made at pace and balance ambition with discipline. The MD has the authority and the obligation to make commercial judgements, sets the financial standard for the business, and aligns the UK commercial strategy with global Scrum Inc. objectives.

### 4. Team & Capability Leadership

The MD leads the UK team by setting standards, developing capability, and building the culture where excellent people choose to stay and grow. Hiring and investment decisions are made autonomously to support growth. The working partnership with the UK Operations Director is central: the Operations Director holds internal operations, HR, finance, and delivery infrastructure, freeing the MD to focus outward on growth and clients.

## The Person We Are Looking For

We are looking for the calibre of leader who has personally won, shaped, and grown senior client relationships into significant commercial outcomes, and who is hungry for a platform with autonomy, intellectual capital, and a genuine mandate to build.

The MD is the public face of Scrum Inc. in the UK. The role demands the credibility to keynote conferences, hold senior panels, and build a personal profile that reinforces the firm's standing in the market. Thought leadership is part of the role, not an addition to it.

## Experience & Mindset

A proven business builder with a track record of personally winning and growing consulting or professional services revenue and profit. We need evidence that you have personally generated revenue, not just have led others who did. Specific examples of pipelines built from scratch, and of having grown and diversified a business, practice, or portfolio through new sectors, services, accounts, or partnerships. Inheritance is not enough.

Direct experience of building executive relationships and converting them into sold work: taking ambiguous client needs, shaping it into a scoped engagement, and closing it commercially.

Full commercial competence: P&L ownership, pricing judgement, margin management, and forecasting discipline.

Demonstrable transformation leadership at enterprise scale, involving operating model design, organisational change, and ways-of-working shifts in complex organisations. Generalist consulting leadership without this depth is not sufficient.

Transformation experience is complemented by genuine consultancy craft: structured problem diagnosis, the ability to scope and shape complex org change engagements, and the judgement to sequence and deliver work that produces real client outcomes rather than recommendations.

Boutique-scale fit: comfort operating without large-firm infrastructure, brand pull-through, or a dedicated sales function. Senior leaders whose experience is exclusively at large firms with strong brand support and limited personal commercial accountability may not adapt well to this environment.

Government, defence, or complex procurement experience is strongly preferred, balanced by proven private-sector commercial credibility.

Strong AI and digital fluency to engage credibly with senior clients on how emerging technology is reshaping operating models. This is non-negotiable.

## Key Attributes

- **Entrepreneurial & Bold:** You see opportunity where others see bureaucracy, and you act on it. You make commercial judgements without waiting for perfect information.
- **Commercially Decisive:** You make fast, evidence-based calls on price, risk, and resource. Low tolerance for drift.
- **Executive Presence:** You are instantly credible with C-suite buyers, peer to peer. You hold your own in any boardroom and earn trust quickly with the most senior stakeholders.
- **Transformation Fluent:** You connect strategy, structure, governance, funding, and ways of working into a single coherent narrative that resonates with senior buyers.
- **Builder:** You are energised by white space and the chance to grow something.
- **Intellectually Curious:** You are hungry for ideas, eager to develop fluency in Scrum Inc.'s frameworks, and motivated to move from theory to real-world impact at pace.
- **Feedback-Driven:** You give and receive feedback eagerly, from your team, your peers, and your leadership.

- **Decent & Demanding:** You believe greatness and kindness are inextricably linked. You hold people accountable with empathy and develop them into future leaders of note.
- **Resilient:** You navigate uncertainty, setbacks, and complex stakeholder dynamics with composure and conviction.

## Eligibility

UK nationality is essential. The nature of our client engagements with government and defence organisations requires candidates to hold, or be eligible to obtain, Security Clearance (SC). UK-based, with flexibility to travel regularly to client sites and to Scrum Inc. leadership meetings.

## Why Scrum Inc.?

You will lead a profitable business with genuine autonomy, report directly to the CEO with a seat at the global leadership table, access world-class frameworks and IP developed by the co-creator of Scrum, and shape the commercial future of the UK business with the scope to build something that lasts.

### Interested?

If this aligns with your experience and ambitions, we would welcome a conversation. Please submit your CV and a brief note on the commercial growth you have personally delivered and why this role appeals to you.