

Chief Strategy Officer — US

Own the US commercial result. Build the market. Scale the business.

Scrum Inc.'s mission is to change the way the world works. We partner with the world's most demanding organizations to align strategy with execution and build delivery systems capable of producing measurable outcomes at pace.

Scrum Inc. US has deep delivery credibility with demanding enterprise clients, and an established position in Defense and major industrial accounts. The next phase is to convert that credibility into repeatable demand, broaden the base of relationships that generate it, and build a commercial engine that fills the pipeline ahead of the work rather than alongside it.

The Role

The Chief Strategy Officer moves the business forward toward this objective. This role owns the commercial and economic performance of Scrum Inc.'s US business. That means delivering the US revenue and margin plan, building sufficient qualified pipeline, growing existing accounts and making the commercial capacity and investment choices required to scale the business.

This is a hands-on commercial leadership role. At our current scale, the Chief Strategy Officer is expected to create and convert significant opportunities personally, while building a broader commercial system that generates demand through accounts, marketing, partnerships and colleagues. The role works in close partnership with Consulting, Operations, Finance, Brand, and Marketing to deliver the US number.

What You Will Own

- **US P&L and commercial performance.** Own revenue, margin, cost and profit. Maintain a clear view of the financial position and make timely decisions on pricing, capacity and investment.
- **Pipeline and forecast.** Ensure there is sufficient qualified demand to support the plan, with disciplined qualification, progression and forecasting.
- **New business.** Personally create and convert material opportunities, while building a repeatable engine that does not depend on one person or one route to market.
- **Account growth.** Own the commercial development of existing accounts, working with Delivery Leads to identify, shape and convert opportunities.
- **Market focus.** Decide where Scrum Inc. US should focus, where we have a credible right to win and where we should stop spending time.
- **Commercial capacity.** Own deployment and utilization decisions from an economic perspective, balancing growth, delivery commitments, margin and bench risk.
- **Cost and people plan.** Own the US cost base and the forward plan for the size, shape, and cost of the team needed to deliver the number. Consulting specifies the skills and experience required; Chief Strategy Officer decides what the business can afford, and when.

How Commercial and Consulting Work Together

On major opportunities and accounts, Commercial and Consulting work as a pair. The Chief Strategy Officer owns the commercial/account relationship and account economics. Delivery Leads own consulting credibility, engagement design, solution quality and executive sponsorship of client outcomes.

Consulting determines who is professionally ready to deliver the work. The Chief Strategy Officer decides where commercial capacity is deployed. Operations provides the systems, reporting, contracting and day-to-day infrastructure that enable both.

What Success Looks Like

- The US revenue and margin plan is delivered with improving forecast confidence.
- Defense remains strong while both defense and private-sector revenue and qualified pipeline grow materially.
- Existing accounts expand deliberately rather than opportunistically.
- The US has a healthy commercial engine rather than relying on heroic selling or a small number of relationships.
- Pricing, investment and capacity decisions are made quickly and with discipline.
- The right products and tools are developed to enable effective selling and delivery. This role provides requirements to Consulting to develop these.

The Person

We are looking for a commercially strong business leader who understands how a professional-services business works, is credible with senior clients and is energized by creating and converting opportunities rather than simply administering a pipeline.

- A track record of scaling a consulting business.
- A track record of owning and delivering a successful P&L.
- Evidence of personally creating and converting significant commercial opportunities.
- Strong judgment on pricing, margin, capacity and investment.
- Experience building a pipeline through relationships, partnerships, marketing and market activity.
- Experience with partner, vendor, and procurement management.
- Comfort operating as a peer with consulting and operations leadership, with clear accountability and healthy challenge.
- Able to build a repeatable commercial engine rather than becoming the engine themselves.
- Comfortable in a small, high-caliber business where clarity, pace and judgement matter more than hierarchy.
- Defense, government or complex procurement experience is useful, but not essential.

Role Details

Reports to: CEO

Location: US-based, with travel to clients and periodic global leadership meetings.

Eligibility: Candidates must be eligible to obtain and maintain a US government security clearance.

Why Scrum Inc.?

You will take real ownership of a US business with strong client relationships, distinctive IP and meaningful growth potential. The role has enough scope to shape the business, but is focused enough that success is clear: grow the US sustainably, strengthen its economics and build a commercial system that can scale.

Scrum Inc. is an Equal Opportunity Employer and is committed to diversity. Our goal as a company is to help the entire world work better across cultures, countries, and industries. As a company, we believe that creating an open and inclusive environment that is welcoming to all is key to achieving that goal.