



Job description

Senior Software Tester

Company context

INTO's mission: *Through innovative partnerships with leading universities we expand opportunities for higher education, ensuring success and transforming the lives of our students and staff.*

Across the world, there is increasing demand for top quality higher education, with more and more students demanding access to provision beyond their home country. INTO partners with universities in three continents to address this global demand and help transform their international capacity and performance. Since 2006, we have successfully launched partnerships with 22 universities in Europe, North America and Asia. We have enrolled over 67,000 students from 166 countries and now have about 1700 employees, based round the world.

Our website <http://www.intoglobal.com> has details of how we are organised and our outstanding achievements so far.

Reporting line

The role reports to the Senior Test Manager.

Job purpose

This will be a hands-on testing position; you will also be overseeing junior members of the team to ensure quality throughout the testing life cycle. You will be involved in creating manual and automated test cases as well as analysing and presenting test management metrics to the Test Manager and development teams.

Key accountabilities and duties

- Participating in multi-disciplinary, Agile teams working together to create digital solutions.
- Creating and maintaining automation frameworks using either Playwright (TS/JS), Cypress (TS/JS), Selenium (TS/JS) or similar (TS/JS) frameworks.
- UI automation testing experience with TypeScript/JavaScript.
- API automation testing with C#.
- Experience with CI/CD tools, DevOps and GIT.
- Responsible for analysing, reporting, and presenting meaningful test management metrics to the Test Manager, team, and wider stakeholders.

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- Identify, create, and report on the criticality of bugs raised, whilst ensuring bugs are re-tested in a timely manner.
- Pro-actively seeks to make continuous improvements to test coverage, execution, and automation.
- Mentor, collaborate and improve the test team.
- Deputise for the Senior Test Manager or other Testers as required.
- Staying up to date with software testing technologies and techniques.
- Acts as subject matter expert in software testing standards.

General Expectations

An expert Software Tester with significant skill. Highly proficient in test automation and communication.

The job title does not define or limit your duties and you may be required to carry out other work within your abilities from time to time at our request. We reserve the right to introduce changes in line with technological developments which may impact upon your job duties or methods of working.

Location

The post is based in Brighton. Occasional UK travel maybe required.

Safeguarding

As part of our Safeguarding procedures, applicants are asked to note that:

- references will be followed up.
- all gaps in CVs must be explained satisfactorily.
- proof of identity and (where applicable) qualifications will be required.
- reference requests will ask specifically whether there is any reason that they should not be engaged in situations where they have responsibility for, or substantial access to, persons under 18.
- Appropriate suitability checks will be required prior to confirmation of appointment.

This role may meet the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974. If so, all applicants who are offered employment will be subject to a Disclosure and Barring Serviced check before the appointment is confirmed. This will include details of cautions, reprimands, or final warnings as well as convictions.

Please see the next page for person specification...

Person Specification

	Essential	Desirable
Legal Status	Eligibility to work in and travel freely to and from the UK, i.e. valid UK or EU passport.	
Testing Types	<p>Has performed most functional and non-functional types: regression, smoke, exploratory, sanity, performance, load, usability, accessibility, cross browser.</p> <p>Can suggest, recommend, and implement new techniques within their teams.</p> <p>Can guide Software Testers with their understanding of testing types and approaches.</p>	
Test Case Management	<p>Can take large user stories and work under own initiative, breaking the story into test cases independently.</p> <p>Encourages good behaviours and best practices in well written test cases.</p> <p>Responsible for analysing, reporting, and presenting meaningful test management metrics to the Test Manager, team and wider stakeholders.</p>	
Defect Management	<p>Able to identify, raise and re-testing of defects raised on the performed software.</p> <p>Expert in trouble shooting, debugging and providing recommendations.</p> <p>Confident in raising defects in daily stand up's and highlighting any potential risks.</p> <p>A full understanding of the impact and risk of defects found across all environments.</p> <p>Understands the severity of a defect.</p> <p>Can escalate defects when needed.</p> <p>Encourages good behaviours and best practice in defect management process.</p> <p>Responsible for analysing, reporting and</p>	

	<p>presenting meaningful defect management metrics to The Test Manager, team and wider stakeholders.</p> <p>Identifies trends and ways to improve and enhance the defect management process and recommends to their teams.</p>	
Regression cycles	<p>Has a deep understanding of the SDLC and actively participates in regression cycles.</p> <p>Suggests and implements regression testing improvements.</p> <p>Contributes to the maintenance of the teams regression suites.</p> <p>Encourages good behaviours and best practices in regression testing approaches.</p> <p>Responsible for analysing, reporting and presenting meaningful regression cycle metrics to the Test Manager, team and wider stakeholders.</p> <p>Identifies trends and ways to improve and enhance regression cycles and recommends to their teams.</p>	
Technologies	<p>Most of: TypeScript, JavaScript, Selenium C# or similar language, Mobile Testing, JIRA, Confluence, TestRail, Cross Browser Testing, Azure DevOps.</p>	
Tools	<p>Familiar with GIT, Visual Studio, and Visual Studio Code (or equivalent). Also familiar with alternatives. Able to make suggestions and analyse options to influence tool choice.</p>	
Selection of Technologies	<p>Awareness of different technologies used by their team, and their implications. Can listen to, follow, and contribute to discussions they're invited to.</p> <p>Also, on the look-out for technologies which can help their projects. Able to analyse benefits and costs of implementing such technologies.</p>	

Coding	<p>Responsible for creating and maintaining automation scripts.</p> <p>Ensures that departmental coding standards and principles are followed. Where coding standards are not understood seeks to proactively gain the knowledge and understanding. Proactively escalates where coding standards and principles are not able to be followed ahead of non-adherence to these.</p> <p>Responsible for implementing automation frameworks with guidance from Test Architects.</p> <p>Can guide Software Testers with their understanding of coding practices.</p> <p>Acts as example to all the Testers on their team by closely following the principles and practices that have been committed to.</p>	
Technical Design	<p>Able to spot and solve most problems they encounter, and help their colleagues do the same. Actively joins in to design conversations. Can come up with design suggestions for testing techniques to be agreed with Test Architect.</p>	
Design Patterns	<p>Able to implement common patterns and equipped to research and learn new patterns when they encounter new problems. Will help Software Testers understand patterns.</p>	
Documentation	<p>Values documentation and is a major contributor to systems documentation, especially for the things they create. Able to document large parts of functionality.</p>	
Platforms	<p>Expert in all platforms used by their team.</p>	
Problem Solving	<p>Able to overcome problems and help Software Testers.</p>	
Learning	<p>Demonstrates a commitment to continuous professional development by proactively learning and developing.</p>	

	Self-learning and ambition to complete courses chosen by themselves to fill skill gaps and to learn about new technologies. Able to guide more junior team members with their development objectives.	
Mentoring	Coaching/mentoring of some team members.	
Onboarding	Able to induct their new team members and help them get started contributing to the team's output. Expected to contribute to the on-boarding procedures.	
Communication (technical)	Expected to fluently document designs. Able to disseminate these designs to other team members.	
Communication (non-technical)	Integrates well and professionally with the wider organisation. Able to talk fluently about the business domain with stakeholders and other technical teams. Also able to communicate options and make propositions. Invited to meetings with other business units.	
Triage	Able to diagnose and document problems and suggest potential solutions. Also helps other team members.	

<p>Agile</p>	<p>Contributes to the success of their Agile team.</p> <p>Good communication in stand-ups, backlog refinements, and sprint planning. Accurate task-board discipline. Quick to raise impediment and seek the help of others during a sprint. Contributes to the improvements in process.</p> <p>Knowledgeable of the implementation of Agile development principles. Demonstrating an understanding of 'Being Agile' as well as 'Doing Agile'.</p> <p>Participates in debates on team health; suggests changes in team/individual behaviour to correct any problems.</p> <p>Has the courage to say when something is not right and equally to take the initiative to do something about it.</p>	
<p>Reporting (Upwards)</p>	<p>Able to explain what they are working on to their scrum team. Also, able to summarise their teams' work to business stakeholders.</p>	
<p>Estimating</p>	<p>Able to offer meaningful estimates in sprint planning and explain their reasoning as a subject matter expert.</p>	
<p>Resourcing</p>	<p>n/a</p>	
<p>Performance Reviews</p>	<p>Completes mid and full year performance reviews.</p>	
<p>Knowledge Sharing</p>	<p>Builds and shares critical in-depth knowledge of the systems.</p>	
<p>Helping Others</p>	<p>Involved with on-boarding new team members.</p> <p>Finds opportunities to help team members with user stories in sprints.</p>	
<p>Culture</p>	<p>Understands the organisation, department and team culture and values and proactively supports these.</p> <p>Work alongside the Test Manager to foster the appropriate culture and values within the department.</p>	

Passion	A passion for software testing, as evidenced by a deep understanding of commercial projects.	
Recruitment	Second chair in some interviews.	