



Job description

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 Test Manager.

Job purpose

The Software Tester will help with testing, building, and maintaining INTO's range of new customer facing portals and application forms. They will have the opportunity to actively contribute to the initial development and ongoing evolution of those systems, supporting the Test Manager as needed. The post will involve the documentation of test cases and scripts, through to their own testing and liaising with both end users and developers throughout the testing process.

Key accountabilities and duties

- Participating in multi-disciplinary, Agile teams working together to create digital solutions.
- Translating user stories into test cases.
- Identify, create, and report on the criticality of bugs raised, whilst ensuring bugs are re-tested in a timely manner.
- Experience of Salesforce CRM.

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- Maintain and create automation scripts using Selenium C# in Visual Studio or similar programming language.
- Actively involved in regression testing.
- Undertake testing as needed on both existing system enhancements and new developments.
- Deputise for the Test Manager or other Testers as required.

General Expectations

A highly proficient Software Testing experience, possesses excellent communications skills and a passion for software testing.

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
Legal Status	Eligibility to work in and travel freely to and from the UK.
Testing Types	<p>Has performed some 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 with support from Senior Testers.</p>
Test Case Management	Can take medium-sized user stories and work under own initiative, breaking the story test cases independently. Can work on larger user stories with input from Senior Testers.
Defect Management	<p>Able to identify, raise and re-testing of defects raised on the performed software.</p> <p>Good understanding of trouble shooting, debugging, and providing recommendations.</p> <p>Confident in raising defects in daily stand up's and highlighting any potential risks.</p> <p>Understands 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>Identifies ways to improve and enhance the defect management process and implement across the team. (Supported by Senior Testers).</p>
Regression cycles	<p>Has a good 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>Identifies trends and ways to improve and enhance regression cycles and recommends to their teams.</p>
Technologies	Some of: Salesforce, Selenium, C#, Mobile Testing, JIRA, Confluence, TestRail, Cross Browser Testing, Azure DevOps.

Tools	Familiar with GIT, Visual Studio, and Visual Studio Code (or equivalent). Also familiar with alternatives.
Selection of Technologies	Awareness of different technologies used by their team, and their implications. Can listen to, follow, and contribute to discussions they are invited to.
Coding	Responsible for creating and maintaining automation scripts. 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.
Technical Design	Can come up with design suggestions for testing techniques to be agreed with Senior/Test Architect. Demonstrates accountability and ownership of their own solutions.
Design Patterns	Able to implement common patterns and equipped to research and learn new patterns when they encounter new problems.
Documentation	Values documentation and is a major contributor to systems documentation, especially for the things they create.
Platforms	Fluent in one or more platforms used by their team.
Problem Solving	Able to overcome problems, sometimes with the help of their peers.
Learning	Demonstrates a commitment to continuous professional development by proactively learning and developing. Self-learning and ambition to complete courses chosen by themselves to fill skill gaps.
Onboarding	Friendly and attentive to newcomers, with a willingness to help them find their feet. Helping their new peers set up their workspace and get accustomed to the team's processes.
Communication (technical)	Works well in a team and able to talk to peers about their work, as well as understand general technical discussions. Able to make simple diagrams to illustrate their ideas. Productively joins in technical discussions.
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
Triage	Able to diagnose and document problems and suggest potential solutions.

Agile	<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>
Reporting (Upwards)	<p>Able to explain what they are working on to their scrum team.</p>
Estimating	<p>Able to offer meaningful estimates in sprint planning and explain their reasoning.</p>
Performance Reviews	<p>Completes mid and full year performance reviews.</p>
Knowledge Sharing	<p>Builds and shares critical in-depth knowledge of the systems.</p>
Helping Others	<p>Involved with on-boarding new team members.</p> <p>Finds opportunities to help team members with user stories in sprints.</p>
Culture	<p>Understands the organisation, department and team culture and values and proactively supports these.</p>
Passion	<p>A passion for software testing, as evidenced by a deep understanding of commercial projects.</p>