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| **TITLE:** SeniorAutomation Test Engineer |
| **TEAM/PROGRAMME:** IT | **LOCATION:** Bangladesh |
| **GRADE**: CTR B – Mid-Senior level | **CONTRACT LENGTH:** Permanent |
| **CHILD SAFEGUARDING:** Level 2: *either* the post holder will have access to personal data about children and/or young people as part of their work; *or* the post holder will be working  in a ‘regulated’ position (accountant, barrister, solicitor, legal executive); therefore a police check  will be required (at ‘standard’ level in the UK or equivalent in other countries). |
| **ROLE PURPOSE:** The role will be instrumental in driving the increased availability, scope, and capability of the automation tools and capabilities and thereby increasing the depth and efficiency of the testing function whilst reducing overhead. The jobholder will work within an agile environment to continuously test and deliver working software to customers within SCA (SCI and members). The role will be responsible for the implementation of SCI’s strategic vision of moving testing and QA towards automation with the automation team. This will involve exploring, assessing, and procuring the best-fit automation tools that support continuous integration/development in an integrated environment of multiple applications. The role will also hold the technical expertise for the automation tools, their configuration and operation, and training the rest of the test/development team. This role must expect hands-on defining, generating, and execution of test scripts as required fulfilling the testing requirements and the expertise to maintain the automation framework. |
| **SCOPE OF ROLE:** **Reports to:** Head of Testing and Quality Assurance**Staff reporting to this post:** This role doesn’t have any reporting responsibilities.**Role Dimensions**: Over 100 countries with a staff complement of over 18,000 of which at least 50% are considered users of IT systems across SCA (both within SCI and Members). |
| **KEY AREAS OF ACCOUNTABILITY:** * Champion on functional and non-functional efforts for all services including identification, design, implementation and support of automation capability.
* Analyze business and technical requirements to create automation test case and approach.
* Collaborate with developers and other team member to cover all area of system.
* Develop robust automated regression packs for applications and ensure they are regularly updated to reflect the latest releases
* Analysis of testing results to provide approval of release quality enabling the release to Live operation
* Responsible for reviewing the automation test results, flagging any issues, performing root cause analysis, and recommending improvements
* Monitoring of post-release issues to ensure continuous improvement of release testing to minimize issues and errors identified post-release
* Provide test engineering knowledge and capabilities to project and sprint teams including virtual test teams.
* Bringing fresh ideas and perspective to the team and wider community with technique to improves the test process.
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| **SKILLS AND BEHAVIOURS (SCI Values in Practice**) **Accountability:*** holds self accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values
* holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved.

**Ambition:*** sets ambitious and challenging goals for themselves and their team, takes responsibility for their own personal development and encourages their team to do the same
* widely shares their personal vision for Save the Children, engages and motivates others
* future orientated, thinks strategically and on a global scale.

**Collaboration:*** builds and maintains effective relationships, with their team, colleagues, Members and external partners and supporters
* values diversity, sees it as a source of competitive strength
* approachable, good listener, easy to talk to.

**Creativity:*** develops and encourages new and innovative solutions
* willing to take disciplined risks.

**Integrity:*** honest, encourages openness and transparency; demonstrates highest levels of integrity
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| **QUALIFICATION AND EXPERIENCE****Essential:*** Strong understanding of performance tool Jmeter.
* Programming knowledge on C# language.
* Experience with specflow (Gherkin language)
* Experience on API automation testing of SOAP/REST.
* Strong working experience of agile and DevOps tools, techniques and principles.
* Experience on Robotic Process Automation tools.
* Proven record of accomplishment of delivering Automated Integration & Test solutions in fast-paced dynamic engineering environment.
* Excellent problem solving, interpersonal, analytical, planning and written/verbal communication skills and aptitude to learn new technologies quickly.
* Strong understanding of principles and benefits of automation testing.
* Experience on working in Agile environment/focusing on sprint by sprint deliverables
* Knowledge of page object model, xpath, css etc.
* Ability to write and maintain automated regression packs for live applications
* Demonstrate a high level of technical awareness and understanding of software architecture
* Experience in testing front (e.g. websites) and back end systems (e.g. database checking)
* Experience in testing window-based applications will give a benefit.
* Experience in managing issue tracking databases and prioritizing issues for future release
* Adept in using JIRA and/or other tools for test and defect management
* Have a flair for learning systems working in an integrated environment
* A demonstrable an eye for detail, problem analysis, and resolution skills
* The ability to work independently and well under pressure
* Cultural awareness and experience in delivering solutions internationally

**Desirable:*** Non-profit sector knowledge/experience
* Experience with testing applications hosted in cloud, and window based.
* The ability to speak/write in languages other than English
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| **Additional job responsibilities**The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience. |
| **Equal Opportunities** The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures. |
| **Child Safeguarding:**We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse. |
| **Safeguarding our Staff:**The post holder is required to carry out the duties in accordance with the SCI anti-harassment policy. |
| **Health and Safety**The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures. |
| **Evaluated:** | **Date:** |