

Job title

Senior Quality Assurance Engineer (Automation)

Location

Kings Hill (Kent), near West Malling, Kent

Department

Technology

Who are RDT?

RDT is a focused and successful agile software company. It has been working in the UK insurance market for over 20 year and in this time has been delivering highly innovative software and consulting solutions. RDT prides itself on being a disruptive force in the insurance market and has been at the forefront of many pivotal technology innovations. This is still true today, as we continue to build industry changing products in our singular quest to *ReDefine Tomorrow*.

As part of RDT's ongoing commitment to hiring the best people for every vacancy we have, we recognise that sometimes we need to be flexible and consider the particular needs of each applicant. If you think your skills and experience might match this role but need to work in a particular way; different hours or more flexibly – don't not apply, give us a chance to see if we can match what you need before you count us out of your job search.

The Quality Assurance Engineer role at RDT

At RDT we believe that Quality Assurance is the responsibility of everyone in the team and the QA Engineer role ensures this happens. The QA Engineer reports directly to the Head of QA and works within an agile scrum based delivery team as the 'champion of quality'. They are responsible for all aspects of quality within the team; this includes all aspects of testing but it is not limited to testing alone. You will work with others in the QA team to drive the improvement of processes and tools; along with assisting the development and up-skilling of fellow team members. Whilst the whole team has responsibility for QA and test, it is the QA Engineer that they will look to, for specialist guidance and support; particularly with regards to ensuring that the team gives the correct focus to the full depth and breadth of quality. Whilst the key focus will be quality driven they also need to drive automation within the team. Ensuring that we automate the right things appropriately.

You will be working as part of an agile team, responsible for helping them to define, design, build and test solutions which achieve an acceptable level of quality against functional and non-functional requirements

Automation is at the heart of what we do and we believe in automating at the point of development change. Automation starts early in the sprint and is embedded in what we do and how we test. You will be working in an environment where automation skills are highly valued and appreciated.

We use Odin Axe as the basis for our test automation, TFS for managing our tasks and MTM for running and reporting out test packs. All members of the team write and execute tests, but it is the QA engineer who leads on this activity. It is essential that you have a quality driven mind with proven test skills and you will need to have manual and automation experience. Testing tends to be a mixture of unit, exploratory, manual and automated testing.

To thrive in this role, we expect that you will have worked in a number of agile teams, be confident about speaking out with regards to quality. You will be reasonably technically minded, delivery focused and have a great eye for detail. You will lead and inspire the teams to drive quality in their solutions, with everyone thinking about the end goal, delivering a good quality product.

What does this job involve?

You will have the following responsibilities:

- Driving QA and the test approach with the team
- Estimating test effort for that approach
- Involvement in requirements, user story and acceptance criteria creation and review
- Participating in Sprint Planning and driving the quality aspect for every change
- Supporting the Scrum Master in delivering quality products
- Risk assessment of changes then creating and running appropriate test plans.
- Test preparation, including, creating and reviewing test cases and the creation of manual and automation scripts.
- Test execution, including exploratory, manual and automated tests
- Leading the defect management within your team
- Reporting on QA progress and highlighting any issues that need escalation
- Review the artefacts created by the team to ensure that the quality of the delivered solution fulfils the business requirements and adheres to RDT's strategic vision.
- Supporting other team members in the creation of test cases
- Maintaining a wider view of test and quality so as to ensure that the focus on PBI's does not result in important non-PBI considerations being missed
- Working with other QA Engineers, Solutions Architects, Engineers, Business Analysts, Product owners and various other areas to ensure our quality approach is consistent
- Being aware of and understanding the impact to QA of any new technologies being introduced.
- Sharing experiences and learning points gained whilst working in assigned projects with the other members of technology community.

Essential & Desirable skills

Essential Skills:

- ISTQB/ISEB Certified
- Strong well rounded demonstrable knowledge of all aspects of QA including Functional and Non-Functional Testing.

- At least 5 years working experience in testing and QA
- Excellent working knowledge of:
 - Preparation and execution of test scripts both manual and Automation
 - Test Planning
 - Test data requirements
 - Defect Management and Triage
 - Test Management Tools
- A proactive approach
- Excellent multi-tasking skills
- Strong communication skills are an absolute must
- An ability to communicate across both business and technically focused roles
- A strong sense of ownership and accountability for work undertaken
- Adaptable and flexible in approach
- Strong desire and thirst for learning
- Excellent analytical and problem solving skills
- Ability to create traceability between tests and requirements / designs

Desirable Skills:

These are not essential to the role but is a definite plus if the candidate has any experience of the following:

- Scrum/Kanban and practical experience of working as part of an agile team
- Exposure to:-
 - MTM (Microsoft Test Manager) and TFS (Team Foundation Server)
 - SQL Programming and design (T-SQL, Database Design)
 - Soap UI
 - Selenium
 - Odin Axe
 - UML
 - Working alongside specialist automation specialists to help build ongoing automated regression packs
- A good and up-to-date understanding of best practice for test and QA within an agile delivery environment
 - Windows, PC, and platform operating systems, including Windows Server, Windows 7, Windows 8, Microsoft SQL Server.
 - Internet protocols, standards and patterns such as TCP, HTTP, CGI, html/xml/vrml/sgml, SOAP, Rest, TLS/SSL, Json
 - Messaging technologies, protocols and patterns such as EDI, MQ, Azure ServiceBus, SMTP, Named Pipes
- Experience in writing code and custom functions
- Knowledge of programming languages, including C#, VB.NET, CSS 3, HTML 4 and 5, javascript, AngularJS, Bootstrap, Typescript
- Experience with the Microsoft Application stack and development tools including, Visual Studio 2012, ReSharper, Fiddler
- SQL knowledge
- Experience in building automated scripts not just record and playback
- Experience of Gherkin, SpecFlow or BDD frameworks
- Understanding of Performance Testing, Cross Browser Testing, Usability Testing, Operational Testing
- Experience of Defect Management processes
- Experience of working in the Insurance industry
- Experience of working with 3rd party systems and organisations

- CAT (Certified Agile Tester) qualification
- Understanding of how technical architecture effects QA
- Team player with the ability to work well with others
- Good prioritisation skills

What's in it for you?

You will have the opportunity to help shape the direction and approach of QA and Testing within RDT. You will work with a strong team delivering high Quality software products in a fast paced environment. You will be working with sharp and innovative people who are dedicated, driven and more than happy to share their knowledge with you. You will be expected to be the best you can be and will be encouraged and supported to achieve this.

Apply now!