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| **Job Title** | ResourceLink Senior Test Engineer | **Job Family** | Engineering  |
| **Reports to** | RL Engineering Team Lead |
| **Location** | Bristol | **Team Size** | N/A |

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| About the role: |
| This is an exciting opportunity for a Senior Test Engineer to join one of our dynamic engineering teams. You’ll collaborate closely with the Test Engineering Lead, Engineering Lead, Engineers, fellow Test Engineers, and the Product Management team to drive the quality of our products.In this role, you’ll be primarily responsible for ensuring the ongoing quality and reliability of the software powering our flagship ResourceLink application. ResourceLink is a vital tool used by HR and Payroll professionals to manage their daily tasks, making it essential for our users’ efficiency and success.As part of your onboarding, you will be expected to gain a deep understanding of how ResourceLink supports key HR and Payroll processes. Over the first 6-12 months, you’ll become familiar with the system’s core functionalities to better assess quality and contribute to its continuous improvement.In addition to hands-on testing, you will also play a key role in mentoring junior Test Engineers. By sharing your expertise, you’ll help enhance their skills in areas such as HR, Absence & Payroll systems, and advanced testing methodologies, contributing to their professional growth and the overall success of the team. |
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| **Role Accountabilities and Responsibilities:** |
| As a Senior Test Engineer, you will play a critical role in ensuring the quality and reliability of the product areas managed by your team. Your work will include not only testing, but also assisting your colleagues by sharing functional knowledge, identifying areas for improvement, and enhancing test coverage based on post-release customer feedback.**You will:*** Report directly to the Engineering Lead while working closely with the Lead Test Engineer to ensure alignment on testing objectives.
* Ensure compliance with established testing standards when creating and updating Test Cases in **Azure DevOps**.
* Analyse test results, review test data, and identify bugs, ensuring all issues are resolved before product release.
* Assist in regression planning, providing accurate effort estimates for testing activities.
* Develop high-level test plans for epics, ensuring the test data requirements are well defined and understood.
* Promote best practices in testing and stay current with the latest testing tools and methodologies.
* Regularly communicate with the team, Product Management, subject matter experts, and other stakeholders to ensure design and solution alignment while working on epics.

**Technical Skills Requirements*** **Extensive experience** in software testing methodologies, with a strong background in manual testing.
* Proven expertise in **test planning and strategy** to ensure effective test coverage and issue identification.
* Experience with **Azure DevOps** for managing test cases, tasks, and defects or a similar platform
* Familiarity with **Agile Methodologies** and working within Agile frameworks.
* Proficiency in **Gherkin Syntax** for writing test cases in plain language, making them easily understandable to all team members.
* Experience with **scripting automation** (e.g., RF, Cucumber).

**Non-Technical Requirements:*** In-depth knowledge of **UK & ROI** **HR and Payroll systems**, particularly in a software/service context.
* Experience working as an **HR/Payroll operator or manager**, or significant exposure to HR & Payroll processes.
* Strong leadership skills, with the ability to **mentor and guide testers** to help them grow professionally.
* **Effective communication skills** to work collaboratively across cross-functional teams.
* Excellent **analytical skills** to troubleshoot and resolve complex testing issues.
* Keen **attention to detail** to ensure comprehensive test coverage and issue detection.
* **Transparency** in reporting issues and progress to stakeholders.
* Flexibility and the ability to **respond to change** effectively in a dynamic environment.
* Willingness to **give and receive feedback** to support continuous improvement.
* Ability to **investigate problems** thoroughly and propose innovative solutions.
* Capacity to **work under pressure** while maintaining a high standard of quality and performance.
* Strong decision-making ability, with the **right priorities** in mind to balance quality and deadlines.
* Adherence to **company policies, rules, and regulations**, always ensuring compliance.

**Why Join Us?**This is an exciting opportunity for a Senior Test Engineer to join a supportive environment where career growth is a priority. You will have the chance to develop your career within software development, while working with a team passionate about technology. We encourage continual learning, so if you’re enthusiastic about advancing your skills and knowledge, this is the ideal role for you. |

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| About Zellis |
| **Zellis is the leading provider of payroll and HR solutions for the UK and Ireland.**Together with Benefex and Moorepay, we form the Zellis Group, serving a vast array of companies across every vertical and industry.**Zellis is the leading provider of payroll and HR solutions for the UK and Ireland.**Together with Benefex and Moorepay, we form the Zellis Group, serving a vast array of companies across every vertical and industry.**Our purpose** is to make people feel appreciated for the work they do – through precision, choice, and magic.We are Zellis Group. The UK and Ireland’s leading provider of pay, reward, analytics and people experiences.Zellis Group consists of three companies - Zellis, Moorepay and Benefex - who provide services to different customers and have the autonomy to design and deliver products to meet their unique needs. We are three distinct and successful businesses, but there is power as a group.Our overall purpose is to *power exceptional employee experiences so you and your people do better*.**Our history**We have over 50 years of heritage and industry experience – and we’ve been ahead of the curve throughout.More than half a century ago, we were founded as Peterborough Data Processing. Quite a lot has changed since then – not least our name.We were acquired by Northgate, becoming NorthgateArinso in 2007 and NGA Human Resources UK and Ireland in 2014, where we were joined by Moorepay. In 2018, the UK and Ireland division was sold to Bain Capital and now we operate as a standalone company.After acquiring Benefex, we’re now even better equipped to serve the complex needs of our customers.In September 2020 we launched Zellis HCM Cloud, the exciting next evolution of ResourceLink, our flagship payroll and HR solution. **We’re proud of our culture**At Zellis we work hard to create a culture where people want to join, belong to, and be part of a progressive organisation. We’re committed to recruiting and retaining a diverse and inclusive workforce that is representative of the customers we serve and the communities we operate in.**Our values,** which were defined with input from all of our 2,000 colleagues, are not empty words on a poster. They reflect who we are, and how we operate as a business A screenshot of a computer  Description automatically generated |