**Test Engineer / Senior Test Engineer Job Description**

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| **Job Title** | Test Engineer / Senior Test Engineer  | **Job Family** | Engineering |
|  | ZBC Team | **Reports to** | Tom Hartley |

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| **About the role:** |
| This is a fantastic opportunity to join the ZBC engineering team, delivering specific customer requirements. You will work closely with:* The Lead Engineer, taking ownership of the quality of software developed for the ZBC application.
* The Senior Test Manager in ensuring that Quality Assurance best practice and testing processes are adhered to within the team.
* Engineers to ensure test cases comprehensively and accurately validate the required functional specifications of the customer.
* To role model agile testing best practices, in particular CI/CD pipeline automation.
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| **Role accountabilities and responsibilities:** |
| Key responsibilities:* Design and implement automated test cases, in support of business strategy, in an efficient and high-quality manner.
* Review, maintain and improve existing automated tests, closely monitoring the team pipelines to ensure issues are addressed efficiently and effectively.
* Adhere to Company Policies, Rules, Regulations, Work Timings and Leave Schedules.
* Role model the use of Azure DevOps (ADO), ensuring accurate completion to promote continuous improvement.
* Appropriately flag any issues and plans to address to the Lead Engineer to demonstrate ownership of resolution.
* Respond appropriately and competently to the demands of work challenges when confronted with changes, ambiguity, adversity, and other pressures.
* Analyze test results and review test data to identify bugs, ensuring that issues are resolved before product release.
* Assist in regression planning by providing accurate effort estimates, create and maintain tasks accordingly in ADO. Review and monitor progress, manage any issues raised and escalate as necessary to ensure completion according to deadlines.
* Demonstrate a working knowledge of product functionality, industry testing standards and effective use of required testing tools and techniques.
* Ensure customer requirement walkthroughs back to the business are rehearsed and conducted successfully by the test team as/when necessary.
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| **About you:** |
| * An approachable, supportive and detail orientated individual focused on improving test quality.
* A passion for achieving excellence in technical process, product quality and reliability.
* Strong troubleshooting and root cause analysis abilities.
* Experience in automation frameworks.
* Ability to work calmly under pressure, making correct decisions, and determining correct priorities.
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| **Skills:** |
| **Technical:*** Cucumber (minimum of 2 years)
* Java (minimum of 2 years)
* Selenium / Playwright
* Azure DevOps
* [Gherkin Syntax: Ability to write test cases in plain language using Gherkin syntax, making them understandable to all team members](https://testgrid.io/blog/cucumber-testing/)
* Experience of working within the HR / background checking service industry

**Non – Technical:*** Strong test planning and execution skills
* Effective communication skills to collaborate with cross-functional teams
* Strong analytical skills to troubleshoot and resolve complex testing issues
* Attention to detail
* Transparency
* Ability to respond to change
* Ability to give and respond to feedback
* Ability to investigate problems and suggest solutions
* Willingness to stay updated with the latest testing tools, technologies, and best practices
* Ability to propose innovative ideas, creative solutions
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