Head of Quality Assurance – Hybrid (Swinton, Manchester)

Job Title: Head of Quality Assurance

Location: Hybrid flexibility

Reports To: Chief Technology Officer / Head of Engineering

Department: Engineering / QA

Employment Type: Full-Time

At **Moorepay**, we build Payroll and HR software that simplifies compliance, supports great people management, and ensures employees are paid accurately and on time, every time. But we don’t just build for others; we live by the same principles internally. That means competitive pay, a culture of respect, and tools that help *our own* people thrive. We're proud to deliver award-winning software and an employee experience that reflects the quality of our solutions.

## Role Overview

As **Head of Quality Assurance**, you won’t just build software; you’ll shape the experience of digital Payroll and HR products that thousands of UK businesses depend on. Working with the Font end JavaScript frameworks, Microsoft .NET suite and Azure, you’ll lead teams assure quality throughout of application suit that bring real-world impact to customers and their employees. We also believe in taking care of our own people; offering flexibility, a great working environment, and a culture that values what HR and Payroll should deliver: consistency, respect, and fairness.

We are looking for a **hands-on, forward-thinking Head of Quality Assurance** to lead and evolve our QA function in a dynamic, cloud-first environment. As a key member of the Engineering leadership team, you will be responsible for driving high-quality standards across all phases of development, from initial requirements through to release, with a strong emphasis on **test automation, modern tooling, and AI-assisted development workflows**.

This role is ideal for a passionate QA leader who thrives in a collaborative environment, is comfortable getting into the code, and knows how to scale quality operations across both **onshore and offshore teams**.

**Work full time on a hybrid basis with 1 or 2 days per week in our Swinton - Manchester office.** We're looking for a driven self-starter who wants to lead a team as well as still get their hands dirty on a daily basis.

## Key Responsibilities

Define and execute the overall Quality Assurance strategy aligned with business and engineering goals.

Lead and manage a distributed team of QA engineers and testers across multiple time zones.

Actively contribute to hands-on test automation, framework design, and troubleshooting where needed.

Drive adoption of Behaviour-Driven Development (BDD) using Cucumber, Gherkin, and related tools.

Champion Agile QA practices, working closely with Product Owners, Scrum Masters, and Developers in a Scrum-based Agile environment.

Manage and optimize test planning, execution, and traceability using Azure DevOps Test Plans.

Integrate automated tests into CI/CD pipelines, ensuring rapid feedback and deployment readiness.

Set and monitor key QA metrics and KPIs to ensure high-quality product releases.

Lead risk-based testing strategies and support regulatory, security, and compliance requirements.

Foster a collaborative QA culture that encourages innovation, ownership, and continuous improvement.

## Essential Skills & Experience

7+ years of QA experience, including 3+ years in a QA leadership or Head of QA role.

Excellent communication, leadership, and stakeholder engagement skills.

Strong expertise in Azure DevOps Test Plans and test lifecycle management.

Hands-on experience with automated testing frameworks, such as:

* Selenium
* Playwright
* Cypress
* RestAssured
* Advanced knowledge of BDD concepts and tools:
* Cucumber
* Gherkin (Given/When/Then syntax)
* SpecFlow / Behave (a plus)

Strong understanding of Agile Scrum methodology, with experience in sprint rituals and cross-functional collaboration.

Experience leading remote QA teams and working effectively across distributed teams.

A self-starter with strong initiative and the willingness to roll up their sleeves and get involved in test design, execution, and automation when required.

## Bonus Skills

Experience in the HR, Payroll, or workforce management software domain.

Familiarity with performance testing tools (e.g., JMeter, Gatling).

Experience with security, audit, or compliance testing (e.g., SOC 2, GDPR).

ISTQB or similar QA certification.