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

|  |  |  |  |
| --- | --- | --- | --- |
| **Job Title** | Senior Test Engineer / Test Engineer  | **Job Family** | Engineering |
|  | ResourceLink Core Team | **Reports to** | Test Engineering Lead |

|  |
| --- |
| **About the role:** |
| This is an exciting opportunity for a 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.You will work closely with:* The Test Engineering Lead, taking ownership of the quality of software developed for the ResourceLink application.
* The Senior Test Manager, ensuring that Quality Assurance best practice and testing processes are adhered to within the team and to role model agile testing best practices, in particular CI/CD pipeline automation.
* Lead Engineers and other Test Engineers to ensure test cases comprehensively and accurately validate the required functional specifications of the customer.
 |
|  |
| **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.
 |
| **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.
 |

|  |
| --- |
| **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 / Payroll software/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
 |

|  |
| --- |
| 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 |