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| **TITLE:** Test Engineer (Manual) | |
| **TEAM/PROGRAMME:** IT | **LOCATION** : Bangladesh |
| **GRADE**: CTR C – Mid-Senior level | **CONTRACT LENGTH:** Permanent |
| **CHILD SAFEGUARDING:**  Level 1:  A basic criminal record background (DBS) check is required/equivalent police record check. | |
| **ROLE PURPOSE:**  This role will be responsible for the quality assurance of application releases thorough execution of integration, functional and regression testing of SCI’s core business applications minimizing bugs, issues and failures being identified post release. You will be responsible for maintaining and improving multiple test frameworks, the creation of manual and automated test cases, performance testing and integration testing.    Reporting to the Head Testing and QA, you will be responsible for communicating all test progress and outlining any improvements to process. Although you will have no direct line reports, the role will incorporate the mentoring of local and global peers, promoting a testing culture, transparency and the importance of good practices.  This role must expect hands-on defining, generating and executing test scripts as required to fulfil the testing requirements. | |
| **SCOPE OF ROLE:**    **Reports to:** Head of Testing and QA  **Staff reporting to this post:** No direct reports, but the role will mentor local and remote staff and peers from a technical perspective.    **Role Dimensions**:  Save the Children International works on the ground in over 60 countries and has a staff complement in excess of 17,000 of which at least 50% are considered users of IT systems. | |
| **KEY AREAS OF ACCOUNTABILITY:**   * Work with scrum masters, solution architects and Product Development Manager to ensure that designs and technical deliverables meet quality objectives and are realistically estimated * Take responsibility for identifying and reviewing activities and deliverables critical to product quality * Assurance of quality of application releases through the complete and successful execution of integration, functional and regression testing using manual and automation tools * Analysis of testing results to provide approval of release quality enabling the release to Live operation * Monitoring of post release issues to ensure continuous improvement of release testing to minimise issues and errors identified post release * Provide test engineering knowledge and capabilities to product and sprint teams including virtual test teams which may include 3rd parties * Build relationships with development teams, software architects and the end users to understand the technical and integration test requirements * Agree and document the test structure (scenarios, test cases and test scripts) * Update and maintain testing documentation (project specific test strategy and test plan) * Coordinate resources for writing test scripts and actively write test scripts whenever required * Manage the execution of test cycles and reporting on JIRA * Publish daily/weekly dashboards for multiple test phase metrics * Promote quality achievement and performance improvement throughout the organisation * Ensure test activities comply with good test practices * Proactively reduce the number of ‘bug’ related issues being logged by users | |
| **SKILLS AND BEHAVIOURS (SCI Values in Practice**)  **Accountability:**   * holds self accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values * holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved.   **Ambition:**   * sets ambitious and challenging goals for themselves and their team, takes responsibility for their own personal development and encourages their team to do the same * widely shares their personal vision for Save the Children, engages and motivates others * future orientated, thinks strategically and on a global scale.   **Collaboration:**   * builds and maintains effective relationships, with their team, colleagues, Members and external partners and supporters * values diversity, sees it as a source of competitive strength * approachable, good listener, easy to talk to.   **Creativity:**   * develops and encourages new and innovative solutions * willing to take disciplined risks.   **Integrity:**   * honest, encourages openness and transparency; demonstrates highest levels of integrity | |
| **QUALIFICATIONS**   * ISEB/ISTQB Foundation Level Certification qualification or similar   Or   * 3-5 years testing experience across all phases of testing (development, System, UAT, Integration) | |
| **EXPERIENCE AND SKILLS**  **Essential:**   * Strong previous experience as a QA Engineer/Test Lead writing and executing test plans in manual and automated test environments * Strong experience and understanding of all test phases including Unit testing, Functional, Integration and UAT in waterfall and agile environments * Implementing test approaches for integration testing, Continuous Integration and Continuous Release within an Agile environment * Working knowledge of Scrum Principles and their application in Development and Testing * Experience of using manual, automation and performance testing tools * Experience of using Jira and multiple plugins * Ability to derive test cases from User Stories and functional specs * Experience of managing issue tracking databases and prioritising issues for future release * A demonstrable an eye for detail, problem analysis and resolution skills * Excellent interpersonal, verbal, and written communication skills in English - must be able to communicate at both a technical and non-technical level * Passion for self-motivated learning and knowledge sharing * Experience of working with development teams both near and offshore * Ability to collaborate and build relationships with stakeholders, product owners and other colleagues * The ability to work independently and well under pressure * Cultural awareness and experience of delivering solutions internationally * Eligibility to work in Nairobi     **Desirable:**   * Knowledge of TDD (Test-Driven Development) and BDD (Behavioral-Driven Development) * Previous experience of Test Automation frameworks i.e. Selenium, SpecFlow * Passion for learning and experimenting with existing/emerging testing standards and software * Attended any conferences/meetups around software testing * A desire to take on challenges outside of your comfort zone | |
| **Additional job responsibilities**  The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience. | |
| **Equal Opportunities**  The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures. | |
| **Child Safeguarding:**  We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse. | |
| **Safeguarding our Staff:**  The post holder is required to carry out the duties in accordance with the SCI anti-harassment policy. | |
| **Health and Safety**  The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures. | |

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| **JD written by:** Namita Kohli | **Date: 03/11/2023** |
| **JD agreed by:** | **Date:** |
| **Job Description updated By:** | **Date:** |
| **Evaluated:** | **Date:** |