ROLE PROFILE

Job Title:	Reports to:	Department:	Team:	Grade:
ICT Test Lead	Applications and Digital Manager	Information Comms & Tech	ICT Service Delivery	E

Job Purpose:	Competencies:
Lead on the development and testing strategy/effort, generating scripts to perform testing cycles.	- Passion - Pride - Creativity - Accountability **Leadership Pillars:** - Authenticity - Strategic Thinking - Innovation - Resilience - Inspirational Leadership

YHG Values: **Passion   Pride   Creativity   Accountability**

Key Responsibilities:

1. Participate in the design of new features or products early in the development cycle, influencing them to drive quality and adherence to the requirements specification.
2. Develop and lead the test scope, approach and effort for each project, ensuring that test cases and scripts are generated to support the testing cycles.
3. Use a variety of test approaches to test solutions, ensuring the maintenance of quality and standards in each product.
4. Co-ordination of all testing activities, during every stage of the test process, in coordination with all stakeholders on testing projects.
5. Create acceptance criteria by analysing features and requirements using tools and frameworks which support this.
6. Develop appropriate and robust testing cycles, schedules and approach.
7. Collaborate with colleagues, developers, and project support teams to ensure outputs fulfil end user needs and expectations.
8. Document testing outcomes, recommendations and the impact of subsequent changes, managing and escalating risks and issues.
9. Lead the troubleshooting and triaging of issues with different teams to drive towards root cause identification and resolution.
10. Assist with the introduction of test automation, exploratory testing and testing best practice into the team .
11. Manage the maintenance of the Regression and Automation test packs.
12. Support the production deployment of applications and oversee Validation Testing/Operational Acceptance Testing.
13. Provide daily management, guidance and advice to the Test Team.
14. Undertake additional duties appropriate to the role and/or grade.

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	Essential	Desirable
Knowledge	• Demonstrable knowledge of a variety of test approaches, phases, tools and testing cycles Demonstrable understanding of Functional, Technical and User testing techniques, such as SIT, IST, OAT, UAT, etc. • Demonstrable knowledge of Waterfall and Agile testing methodologies • Knowledge of testing entry and exit criteria and control/quality gates • Understanding of test coverage and traceability and associated techniques • Knowledge of Exploratory and Static testing techniques and practices • Understanding Regression Testing techniques and the importance of Regression testing • Understanding of Behaviour and Test Driven Development • Understanding of Web and Digital platforms, including their accessibility issues, and appropriate mitigating testing techniques • Knowledge of code quality analysis tools	• Knowledge of Agile test practices and tools, e.g. SCRUM, JIRA, etc. • Knowledge of test automation practices and tools eg Cucumber, Selenium, BrowserStack, • Knowledge of Performance testing and other non-functional testing techniques • Familiar with Microsoft Dynamics 365 and Azure

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	Essential	Desirable
Skills	- Self-motivated team leader with the ability to motivate others - Strong QA and testing capabilities, advocate for quality, testability and test coverage and traceability of solutions - Functional, Technical and Regression testing techniques - Good risks and issues management with strong defect management, including risks and issues associated with quality gates - Produce high quality test documentation - Excellent attention to detail - Strong communication skills, both verbal, written and listening - Strong problem solving skills - Good time management and multitasking skills - Strong negotiating and networking skills - Good stakeholder and expectation management skills	- Testing DR/BC solutions - Testing legacy migrations - Performance testing tools - Automation testing tools

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	Essential	Desirable
Experience	• Proven ability to lead test teams • Experience of the delivery of complex testing that meets project deadlines • Use of a variety of testing methods, techniques and tools to ensure solution quality, including Functional, Technical, User and Regression testing and test coverage and traceability • Implementation of testing strategies and frameworks across IT and business functions • Extensive experience of developing test scope, test approaches and test cases • Solid technical and software testing background, including hands-on testing • Experience obtaining timely test signoff from IT and business stakeholders • Advocating an appropriate level of testability focus in the software development process • Strong risk, issue and defect management, including those that impact entry/exit criteria and management of associated quality gates	• Delivery of testing within an Agile environment using JIRA or similar • Development of test cases from user stories • Use of test automation frameworks and tools, such as Cucumber and Selenium
Qualifications/Education	• International Software Testing Qualifications Board (ISTQB), Information Systems Examinations Board (ISEB) Qualifications, or equivalent in experience	

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People Management Responsibility?	Line management responsibility, including coaching, development and performance management
Budgetary Responsibility?	No budgetary responsibility
Key Relationships (internal/external)	Colleagues within ICT, Senior Leadership Team

Safeguarding of Children Young people and Vulnerable Adults
Your Housing Group is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment.   As a Your Housing Group employee, it is your responsibility to attend safeguarding training in accordance with YHG safeguarding training strategy and to be aware of and work in accordance with the YHG safeguarding policies and procedures and to raise any concerns relating to such procedures which may be noted during the course of duty.

Key Role Performance Indicators
1.
2.
3.
4.

Date Role Profile Created/Updated:	**March 2021**

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