JOB DESCRIPTION

Job Title:	Automation Test Engineer
Directorate:	Technology Solution Delivery
Reports To:	Head of Applications Support and Development
Direct Reports:	0
Purpose of the role:	**To solely write and manage in house automation testing using automation testing tools such as Selenium web driver with Microsoft dynamics 365 CRM and web portal platforms.** • Automate end to end business processes within Dynamics CRM and web portals • Raise bugs identified from automation using DevOps and inform teams in stand-up • Write scenarios, cases and scripts proportional to the complexity of the project • Able to recommend tools, products, new ways of working, best practice, improved efficiencies • Maintain and develop an integration and regression suite of tests. • Maintain and develop automation regression suites • Familiar with tools such as Selenium, Junit, Cucumber, Maven, Extent Report • Automating functional and regression tests using well-structured, maintainable code • Good understanding of POM framework structure written in Java and JavaScript • Knowledge of non-functional testing techniques and tools such as JMeter, OWASP Zap etc • Ensure agile testing principles are adhered to across projects you will be involved in, actively supporting Agile development methods and best practices • Managing requirements traceability and defect tracking, ensuring traceability between product requirements, delivered code, and test case verification. • Analyse test results, investigate, report, and track product failures and help improve the areas with higher defect trends. • Proactively look to provide pathways to improve quality, mitigate risks and identify issues early. • Encourage and facilitate "bug prevention over bug detection" within project teams • Championing testing, effective test automation and excellent automated testing practices • Participate in daily stand-ups

Key Responsibilities	Key Tasks
Skills Required	3+ years' experience in automation testing using Selenium web driver - Experience of Microsoft Dynamics 365 CRM system - Knowledge of Git, GitHub, TFS, Jenkins - Knowledge of Clouds services, e.g. AWS, Azure - Knowledge of API Services – RESTful, POSTman - Experience in with one or more : JUnit, NUnit and TestNGExperience in CI/CD e.g. Cucumber, Slack, Serenity, SpecFlow - Ideally experience of using Microsoft Azure Devops for, bug tracking, reporting and querying. - Automation Testing - Excellent verbal and written communication skills and experience of dealing with different levels of stakeholder - Ideally comfortable working directly with business users, Developers and Business Change Officers (BCOs) - Experience of working in waterfall and agile environments - Solid experience of automated software testing - Solid experience across the SDLC and varying QA needs at each stage (everything from high-level test planning to raising bug tickets and doing issue verification) - Ambitious, proactive, self-starter, always learning
People Management	- Inspire and encourage an organisational culture which reflects and embeds our People Values and encourages people to bring their best selves to work. - Demonstrate behaviours that set a positive example to all employees. - Support colleagues to embrace change and be brave to try something new. - Ensure requirements are understood, design and development are carefully considered, and appropriate test scripts and strategies support the outcomes of the team. - Support colleagues to embrace change and be brave to try something new - Self-starter
Operational Lead	- Collaborate with the business and other team Leads to identify emerging needs & Automated requirements. - Technical breadth. Good working knowledge of different tools and techniques and can train others. - Advise others on testing techniques and frameworks. Research, plan and train others within the team. - Be a subject matter expert relating to Automation testing within the business

	• Write and execute automated tests including UAT scripts, regression testing and any other scripts deemed necessary by the business • Measure and report on test activity • Correctly report and manage any bugs found, ensuring resolution before release • Ability to automate in multiple environments and be flexible to change • Works closely with solution developers, solution leads and Business teams
Financial Management	• Ensure that value for money principles are applied to any purchases and maximise efficiencies wherever possible. • Maintain relationships with users and suppliers to ensure best value is obtained from automated solutions.
Communication	• Support the Director of Information and Head of Applications Support and Development to provide planned/scheduled and ad hoc updates and reports to Board, Committees, ET, SLT and operational levels in the business. • To represent the QA function and Group at external meetings as required. • Develop and maintain excellent relationships with other sector organisations, regulatory bodies, legal professionals and any other appropriate HR professionals. • Maintain and monitor relationships with key service providers and oversee procurement, update and renewal of contracts as appropriate. • Providing written test reports and support documentation to the Head of Applications Support and Development, Lead QA Analyst, Delivery Manager and Business teams • Regular communication with Technology teams on test progress, issue resolution and acceptance into service • Drive the collection of information and creation of recommendations for improvements. • You can absorb large amounts of conflicting information and use it to determine solutions.
Innovation	• Research, develop and make recommendations in relation to any future automation enhancements for the Group. • Promote the use of technology within the team and the wider Group, including encouraging a paperless environment and best use of relevant systems. • Identify new test techniques and tools • Test analysis. Think creatively, ask the right questions and critically evaluate and communicate findings to a larger team. • Lead and investigative work into problems and opportunities in existing processes. • Introduce and develop new automated tests capabilities.

	• Manage and ensure automated scripts are backed up and easily transferable to other environments. • Embrace emerging technologies and evaluate for group use.

The duties and responsibilities detailed above are not exhaustive and the post holder will be expected to undertake any other duties appropriate to the post as necessary or as directed.

Person Specification

Qualifications	
A recognized certification as an Automated Tester (ISTQB or equivalent)	E
ISTQB® Certified Tester Advanced Level - Test Automation Engineer	D
Agile /Scrum /DevOps qualification or relevant professional experience	D
A recognised Management and Leadership Qualification or equivalent experience	D
Experience	
3yr+ Automation testing experience	E
Creating, updating and execution of automated test scripts	E
Functional, usability, regression, UI and performance testing	E
Writing support documentation	E
Experience in an IT Service Desk environment	E
Selenium or other automation tools	E
Experience using Java/C# & Cucumber	E
Personal Skills/Qualities/Knowledge	
Knowledge of automated testing techniques	E
Good communication skills for technical and non-technical audiences	E
Ability to problem solve using own initiative	E
Analytical skills	E
Broad technical understanding, including MS Dynamics 365 and MS Office 365	E
Knowledge of software development and technologies	D
Understanding of responsibilities in relation to GDPR and data security	D
Other Requirements	
Ability to travel between Group offices and to other locations as required	E
Flexibility to work outside of core hours as necessary	E

* E = Essential criteria / D = Desirable criteria