

JOB DESCRIPTION

JOB DETAILS

Job Title: Senior Test Automation Developer

Job ID: IS2720

Classification: Information Systems R27

Classification Date:
(MM/DD/YYYY)

Branch: Business Services

Unit:

Reports to: Test Team Lead

Security Screening: Yes

Union/Excluded: BCGEU

BRANCH DESCRIPTION

As part of the Information & Technology Services Division, Business Services Branch provides services to support the execution of the corporation's new strategic plan - Plan 20/30 and ongoing operations of pension administration services across the corporation. Branch services include the delivery of technology solutions, business process management, business analysis, system testing, technical writing, privacy, and information management. Services are delivered through a multi-disciplinary team of professionals who are experts in their field and deliver a high level of customer service.

JOB SUMMARY

The Senior Test Automation Developer contributes to the technical design, development, enhancement and maintenance of the Pension Corporation's Automated Test Suite. This position is responsible for the automation test suite during the development, testing and Implementation phases of projects throughout the systems life cycle. The Senior Test Automation Developer plays a key role in ensuring the integrity and quality of the Corporation's Information Systems and services.

JOB RESPONSIBILITIES

Collaborates with the Test Team Lead to plan and schedule development effort, by:

- Determining priorities, directing and coordinating work flow;
- Providing development effort estimates;
- Participating in peer code reviews with the Test Team Lead and other Test Automation developers to ensure that work aligns with Automation development standards;
- Participating in joint application design sessions to gather user information and take the lead in recommending technical approaches to meet new and changing test requirements; and
- Supporting the maintenance of the Corporation's automation suite.
- SVN Management for the automated suite.

Contributes to the technical design and development phases of the Corporation's automation suite, by:

- Defining technical requirements for the automation test suite, using business design specifications and industry-accepted best practices and standards;
- Recommending best practices and technical design alternatives to the QA team;
- Conducting detailed technical analysis to ensure that best cost and performance options are considered;
- Analyzing proposed data structures and test environments;
- Evaluating and recommending tools, versions, languages, and techniques that will meet changing testing needs;
- Providing project status updates and monitoring project progress, milestones, targets, issues and changes;
- Ensuring that required testing environments are in place and to adhere to existing software configuration management standards;
- Reviewing or performing unit and system tests of developed automation tests to ensure correct integrated functionality that meets business and technical design specifications;
- Designing, developing and maintaining project technical documentation throughout the automations suites life; and
- Resolving critical systems problems quickly and effectively.

Ensures that system products and databases being implemented support business and technical specifications, by:

- Contributing to the overall test and implementation plans with technical and environmental considerations;
- Directing or using rigorous test and quality best practices, and documenting the results;
- Applying automated test application tuning recommendations to promote fast, integrated functionality to supports testing requirements;
- Designing, reviewing and ensuring that defined quality assurance and quality control standards for development, changes and enhancements are met;
- Supporting the change process by following established procedures for test script development and execution, implementation and ongoing maintenance.

EDUCATION

Degree/Diploma Obtained

Program of Study

Bachelor's degree in Information Technology, Computer Science, or similar field and four years of recent, related experience; OR.
Diploma in Information Technology, Computer Science, or similar field and five years of recent, related experience; OR
Certificate in Information Technology, Computer Science, or similar field and six years of recent, related experience ; OR
An equivalent combination of education, training, and seven years of recent, related experience.

EXPERIENCE

Years of Experience

Type of Experience

The candidate must have recent practical experience that includes:

- Providing solutions for automated testing suites using Java, Java Script or Python;
- Performing test automation maintenance or enhancements;
- Developing and executing automated test scripts, and
- Working with various Test Automation Frameworks.

Preference may be given to applicants with the following:

- Experience working with Continuous Integration tools, such as Jenkins and Ansible Tower.
- Experience with testing/performance tools, such as TestComplete, Cross Browser Testing/Selenium, JMeter.
- Experience with PL/SQL Developer, SQL Management Studio/Express.
- Certification – ISTQB Foundation Certified Tester.

KNOWLEDGE, SKILLS & ABILITIES

- Able to meet quality assurance standards;
- Able to lead and mentor other team members.
- Thorough understanding of change management methodology and systems change life cycle;
- Able learn and apply new tools and applications;
- Able to Identify technical specifications and quality assurance standards for test automation changes and enhancements;

- Excellent analytical, problem-solving and decision-making skills.
- Strong verbal and written communication skills, with the ability to adapt communication style for technical and non-technical audiences.
- Proactive and self-directed with excellent organizing, prioritization, planning and time management skills.
- Able to successfully manage multiple assignments at once.
- Able to establish, maintain and promote effective relationships

Demonstrated knowledge and skills with the following would be an asset:

- o XPath, JQuery, XQuery, BPEL, JMS
- o OS – Linux, Windows Server
- o Database – JDBC, Oracle 11/12, SQL Server,
- o Web Services – XML/XSLT/XSD/REST/JSON/SOAP/WSDL
- o Modeling – MS Visio, UML
- o Patterns – Design, SOA, OO
- o Networking – TCP/UDP, Firewalls, Load balancing
- o Documentation – technical writing skills, functional specification
- o Security – WS-Security, PKI, TLS, SAML 1.2/2.0
- o Code Management – SVN

CORE COMPETENCIES

Navigating Change L2

Supporting self and others through change and transition and enabling successful transformation in work products and processes.

- Invites input and feedback on proposed changes.
- Supports others in generating new and innovative approaches.
- Builds support for new approaches and initiatives.

- Shares information on change in a timely manner.
 - Identifies innovative approaches to deal with situations for which no known precedent exists.
 - Eliminates unnecessary work activities.
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Embracing Learning L1

Contributing to a learning culture by developing self and supporting others to acquire skills and improve performance.

- Self-assesses against expectations and standards to identify own learning needs in the current position.
 - Reflects on completed activities, identifying what worked well, what didn't, and how to improve own performance.
 - Openly shares knowledge with other employees.
 - Seeks to learn from other employees.
 - Takes advantage of learning opportunities provided to meet job requirements.
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Client Orientation L1

Making it easy for our external and internal clients - seeing things through their eyes.

- Follows established processes to ensure consistent service.
 - Responds to client needs in a timely, respectful, helpful, and courteous manner.
 - Addresses client issues in order of priority.
 - Keeps clients up-to-date on the progress of the service they are receiving.
 - Directs clients to alternate service channels that may better meet their service needs.
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Accountability L2

Holding self and others accountable to deliver on commitments and to achieve desired results.

- Sets challenging but realistic goals for own area of responsibility.
 - Helps people improve performance to maximize results.
 - Holds people accountable for meeting established expectations.
 - Evaluates progress against established goals and objectives.
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Inspiring Trust L2

Inspiring confidence by demonstrating integrity and building credibility.

- Creates opportunities to build internal and external relationships.
 - Demonstrates confidence in own abilities, views or decisions when challenged.
 - Provides skill, knowledge and talents to resolve complex issues.
 - Fosters trust by communicating consistent, reliable and accurate information.
 - Builds on others' ideas to develop support.
 - Helps others build confidence in themselves.
 - Recognizes the contributions and successes of others.
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Decision Making L2

Enabling progress by resolving issues and supporting others in taking calculated risks and making decisions.

- Involves the right people in the decision making process.
 - Makes decisions by weighing several factors, some of which are partially defined with missing pieces of information.
 - Uses sound business sense to make decisions.
 - Considers risks when identifying or recommending options.
 - Provides context and rationale for decisions.
 - Provides information to others to support decision making on complex issues.
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Organizational Focus L2

Aligning work priorities, processes and practices to achieve the strategic direction.

- Optimizes processes or practices to support the achievement of organizational goals.
- Helps team members understand the broader vision and how their work is aligned.
- Identifies broader implications of proposed positions, options and approaches.
- Makes connections between situations and patterns to improve decision making.
- Recommends approaches to address issues with a longer term perspective.