BC PENSION CORPORATION

JOB DESCRIPTION

JOB DETAILS

Job Title: Software Tester

Job ID: IS2113

Classification: Information Systems R21

Classification Date:
(MM/DD/YYYY)

Branch: Information Technology Services

Unit: TIS-Application Dev & Maintena

Reports to: Test Team Lead

Security Screening: Yes

Union/Excluded: BCGEU

BRANCH DESCRIPTION

The Information Technology Services branch (ITS) provides the IT services to the BC Pension Corporation including; IT Operations, Application Development & Maintenance, Quality Assurance, Deployment and Mid-tier, and Service Management. Services are delivered from a team of dedicated contributors who provide ongoing support and transformational services to facilitate the execution of the 12/21 corporate strategy. This is an excellent opportunity for those interested in working with a team of professionals who enjoy a challenging and rewarding environment.

JOB SUMMARY

Under the guidance of the Senior Software Tester, the Software Tester reviews requirements documentation and technical specifications, develops and executes Test cases and works closely with the rest of the development team to ensure successful releases into Production. The Software Tester plays a key role in ensuring the integrity and quality of the Corporation's information systems and services.

JOB RESPONSIBILITIES

- Represent the test team during project team meetings.
- Continuous collaboration with all members of the project team.
- Identify and analyze technological impacts of proposed changes.
- Collaborate with the Senior Software Tester to create the project test plan.
- Contribute to risk assessments by evaluating the risk associated with application changes, applying risk factors and recommending appropriate test approaches.
- Extract appropriate data from the application databases by designing and developing DB queries for selecting representative test data.
- Develop, execute and maintain test cases and scenarios, based on requirements documents and technical specifications.
- Participate in Test Case reviews with Senior Software Tester and peers
- Ensure traceability from requirements to Test cases.
- Responsible for estimating the testing effort of all assigned projects and tasks.
- Setting up test data in test environments.
- Document & evaluate test results against expected results, identify and document discrepancies and review with the senior staff, analysts and developers.
- Defect tracking.
- Ensuring that quality assurance methods and standards are maintained for the applications.
- Develops and maintains an inventory of manual tests, including regression test cases.
- Collaboration with the developers in test on the content of the automation test suite
- Mentor and support other Software Testers as required.
- Supporting the business implementation team with the preparation of test cases for acceptance testing, as requested by business representatives.
- Review test results with business implementation team to obtain sign off on the testing phase.
- Adheres to the test processes that are in place.
- Execute automated tests as required.
- 3rd line of support for production issues.
- Other duties as assigned, relevant to this position.

EDUCATION

Degree/Diploma Obtained	Program of Study

• Degree in Computer Science or a related discipline. An equivalent combination of education, training and experience may be considered.

EXPERIENCE

Years of Experience	Type of Experience
Three	

• A minimum of six months of recent practical experience is required in the following:
o Software Testing
o Developing and executing test cases and documenting test results
o Interpreting functional and technical specifications
o Issue Logging
Preferred:
• A minimum of six months of recent practical experience in:
o Software testing methodologies
o Creating & executing SQL queries in an Oracle DB
• ISTQB Foundation Qualification

KNOWLEDGE, SKILLS & ABILITIES

-Knowledge and skills in:
• Test case Management tools
• Defect tracking tools
• Atlassian suite of tools.(Confluence, Jira)
• Test Automation Tools (Test Complete)
• The pension industry and pension plans
• Pension Corporation business functions
• Demonstrated knowledge of internet-based services, networking and Web technologies
• Demonstrated ability to work in both Linux and Windows environments
• Certificate in Software testing for e.g. ISTQB, CSTE or equivalent

- Strong oral and written communication
- Excellent interpersonal skills; able to build positive relationships with team members and clients.
- Ability to plan, organize and coordinate a high volume of work.
- Excellent problem solving skills and ability to take initiative.

CORE COMPETENCIES

Navigating Change L1
Supporting self and others through change and transition and enabling successful transformation in work products and processes.

- Suggests improvements in the way things are done in the organization.
- Adopts new ideas and ways of doing things.
- Identifies challenges related to change.
- Remains effective in the face of difficult or demanding situations.

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.

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.

Accountability L1
Holding self and others accountable to deliver on commitments and to achieve desired results.

- Organizes own work load, clarifying priorities and expectations.
- Participates in monitoring own performance.
- Adjusts actions to meet expectations.
- Takes action on things that need attention.
- Supports organizational initiatives and activities.

Inspiring Trust L1
Inspiring confidence by demonstrating integrity and building credibility.

- Communicates professionally with others.
- Presents information in a clear and confident manner.
- Expresses owns views while remaining open to alternative perspectives.
- Respects other perspectives and opinions.
- Speaks well of the organization and of each other.
- Follows through on commitments.

Decision Making L1
Enabling progress by resolving issues and supporting others in taking calculated risks and making decisions.

- Makes decisions within scope of responsibility.
- Applies guidelines and procedures in making decisions.
- Gathers input / information from different sources to support decision making or further action.
- Seeks guidance when the situation is unclear.
- Applies lessons learned when making decisions.
- Supports established decisions.

Organizational Focus L1
Aligning work priorities, processes and practices to achieve the strategic direction.

- Considers the impact of own actions on others.
- Identifies obstacles to existing processes and practices.
- Supports others in the achievement of work unit priorities.