

JOB DESCRIPTION

JOB DETAILS

Job Title: Senior Software Tester

Job ID: IS2421

Classification: Information Systems R24

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

Reporting to the Test Team Lead, the Senior Software Tester is responsible for managing the flow of work, prioritizing tasks, defects and issues for each project. They will review 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 Senior Software Tester plays a key role in ensuring the integrity and quality of the Corporations Information Systems and services.

JOB RESPONSIBILITIES

Testing 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.
- 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.
- 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 and issue resolution.
- 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 Peers as well as the 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.
- Execute automated tests as required.
- 3rd line of support for production issues.
- Other duties as assigned, relevant to this position.

Test Project Lead Responsibilities

- Responsible for creating the project test plans, as required.
- Prioritize tasks and defects related to assigned projects.
- Task allocation to other members of the Test team and task tracking for assigned projects.
- Provide input on test environment usage.

- Work with the developers, BSA's and deployment to co-ordinate delivery of code to test.
- Co-ordinate with the Test Team Lead and peers to ensure full test coverage, impacts and risks have been reviewed across all projects within a release.
- Responsible for Test case reviews.
- Ensure that the testing team is adhering to all Testing processes.
- Work with the Test Team Lead on process improvements.
- Reporting on Project Status to Test Team Lead.
- Escalate issues/blockers as required to the Test Team Lead.
- Provide feedback on staff performance to Test Team Lead

EDUCATION

Degree/Diploma Obtained	Program of Study
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- A degree in computer science or business and (2) year of related experience in an information technology testing role; OR
- A related diploma and (3) years of related experience in an information technology testing role; OR
- Related certificate, or program completion, or some course work and (4) years of related experience in an information technology testing role; OR
- An equivalent combination of education, training and (5) years of related experience.

EXPERIENCE

Years of Experience	Type of Experience
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4-6 years of recent practical experience is required in the following:

- Software testing
- Developing and executing test cases and documenting test results
- Interpreting functional and technical specifications
- Defect Tracking
- Software testing methodologies & SDLC
- Creating & executing SQL queries in an Oracle DB
- Test case Management tools
- Defect tracking tools
- Mentoring Peers & Junior staff
- Atlassian suite of tools (Confluence, Jira)

2-4 years of recent practical experience is required in the following:

- Test Project Lead

Nice to have:

Tool Specific

- Integration tools - TIBCO BusinessWorks 5.x/6.x, IBM IIB 9.x/10.x, Mulesoft 3.x, SAG WebMethods
- BPM – TIBCO BPM 4.x, IBM BPM 7.x/8.x,
- Reporting - Spotfire 7.x, SAP BOBJ 4.x, Tableau 10.x
- Messaging – TIBCO EMS 7.x/8.x, Rendezvous, IBM MQ
- API Management – TIBCO Mashrey, IBM DataPower, Mulesoft API Manager
- Continuous Integration – Jenkins, Hudson
- Testing / Performance - SOAP UI, LoadComplete, TestComplete, Cross Browser Testing.
- XML / XSD development – Altova, Oxygen

Technical Skills

- Java SE/EE 7.x/8.x, JavaScript, XPath, JQuery, XQuery, BPEL, JMS
- OS – Linux, Windows Server
- Database – JDBC, Oracle 11/12, SQL Server 2012/2016, Postgres
- SQL / PL/SQL / TOAD
- Web Services – XML/XSLT/XSD/REST/JSON/SOAP/WSDL
- Code Management – SVN, CVS, GIT

KNOWLEDGE, SKILLS & ABILITIES

Knowledge and/or experience in the following areas will be considered an asset:

- Advanced Certificate in Software testing for e.g. ISTQB, CSTE or equivalent
- A good understanding of the software development process
- Good writing skills

- Good communications and consultancy skills
- Good presentation skills
- Ability to work under pressure and to tight deadlines
- A good understanding of the pension industry and pension plans

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.

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 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.

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.

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.

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.