

<b>Job title</b>	<b>Test Lead</b>		
<b>Job family</b>	<b>Technology, Systems &amp; Delivery</b>	<b>Band</b>	<b>D</b>

**Job purpose**

Working to the Test Manager, the Test Lead will take responsibility for managing, leading, setting direction and co-ordinating test across a group of product test teams or a programme of work.

- Key responsibilities and accountabilities**
- Accountable for the design and implementation of test approaches across a group of product test teams or programmes of work.
  - Recruit, mentor and manage an effective software test team.
  - Provide test expertise colleagues.
  - Support product and departmental managers in communicating strategy, product fit and effectiveness to stakeholders at all levels.
  - Owning testing across complex, multi-team, distributed technology programmes.
  - Advocate and implement agile and lean development and testing principles to ensure efficiency of the test process.
  - Ensure troubleshooting and resolution of issues throughout the product life cycle is carried out.
  - Implementing test management and reporting frameworks across multiple teams.
  - Define deliverables, provide support and manage relationship with third party testing providers.
  - Define risk based test scopes, from a combination of product knowledge, user reach analytics and technical variation between devices/platforms.
  - Ensure automated tests and tools are used appropriately and are effective.
  - Define, lead and encourage continuous improvement of testing practices.
  - Liaising with and directing the test processes of third party engineering projects.
  - Work with other test leaders in the broader organisation to share best practice and standards.
  - Represent test when liaising with internal stakeholders and external third parties.
  - Working closely with product managers, architects, development teams and other stakeholders across the BBC.
  - Learn new technologies and keep abreast of existing technologies and help introduce them where appropriate.

- Knowledge, skills, training and experience**
- Essential**
- Experience of software testing – designing and implementing test approaches for complex online products in a fast changing environment with rapid release cycles.
  - Experience of innovating in testing technology and processes.
  - Experience of web technologies.
  - Leadership and collaboration inside and beyond the team. The ability to influence

<p>diverse and senior stakeholders effectively.</p> <ul style="list-style-type: none"> <li>• Delivery focused with evidence of driving efficiencies in delivery.</li> <li>• Experience leading testing and professional software development processes in an agile environment.</li> <li>• Consulting and client management skills including a track record of good relationship management including motivation, collaboration and influencing.</li> <li>• Experience leading large teams in high-pressure environments.</li> <li>• Expertise in agile software development methodologies including behaviour and test-driven development.</li> <li>• Experience successfully liaising with external suppliers.</li> <li>• Expertise in problem solving and providing creative solutions.</li> <li>• Good written and spoken communications skills; comfortable engaging at all levels in the organization.</li> <li>• Recruitment, management and mentoring experience.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Relevant degree.</li> <li>• Appropriate professional software testing qualification.</li> <li>• Experience of participating in industry forums, interest groups or blogging and other broader industry engagement.</li> </ul>
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<b>Job impact</b>	
<b>Scope</b>	
Finance:	Responsible for headcount budget of £600k.
Line Management:	Team of 5 10 direct reports.
Ad hoc:	Participates in forums of up to 50 members and leads groups of up to 20 members.

<b>Other information</b>	
<b>For Reward team use only</b>	
Job Code	
Definition:	Content

*This job description is a written statement of the essential characteristics of the job, with its principal accountabilities, incorporating a note of the skills, knowledge and experience required for a satisfactory level of performance. This is not intended to be a complete, detailed account of all aspects of the duties involved.*

### **Appendix - Introduction**

BBC Search & Navigation have a remit to help our audience discover the best content, that is the most relevant and meaningful to them, by providing them a breath of BBC content from the whole of BBC Online.

The Navigation Team are always looking at ways to improve the BBC Navigation experience for the millions of users who access our services each week, either through the our online and app offerings. The BBC Navigation also provides a delivery mechanism for some of our pan-BBC products, such as GDPR, cookies, geo-location and user analytics. Our aim is to create the best user experience for navigating around the BBC site, using data we can then feedback into our Search system, and other products across BBC Online. All this is done, in order to improve our platform for the audience and to provide our product management and editorial colleagues with the data they need to drive the creation of personalised experiences that audience members will want to come back to.

The Search team maintain and develop our E2E Search platform, using SOLR and AWS, providing APIs for BBC Products to access Search content, in addition to delivering some front end Search experiences direct to users. We use our experience in SOLR to tune our API responses to the different requirements of our API clients.

The Test Team lead heads a group of dedicated test professionals and takes responsibility for managing, leading, setting direction and co-ordinating test across a group of product teams or a programme of work.

We are currently looking to recruit a number of Team Leads across Engineering and Test to steer the Navigation and Search software engineering and test teams.

### **Main Responsibilities**

You will lead the Search and Navigation test team. You'll be accountable for the design and implementation of test approaches across multiple test teams work with your team of 3 test engineers to build and maintain a test suite and strategy to support the products' ambitions. Your role as a leader for the test team is key to our success. We strive towards writing beautiful code and you'll build best practices in automation testing, and act as an advocate for testing and quality throughout the team.

Our testing is hugely varied. On any one day, you could be working on the front end web and mobile UI, RESTful APIs, big data, performance and capacity testing with Gatling, and security testing. Ideally, you'll be comfortable working with Java, Cucumber, Selenium and Gatling. You'll troubleshoot challenging issues and work with engineering leads, architects and product managers to find ways to solve them.

### **The Ideal Candidate**

#### You'll have:

- Broad experience of test approaches, tools and technologies and experience applying these to new product development
- Experience planning work, managing a team's delivery and reporting on test activities for a team of testers
- Experience recruiting test engineers

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- Experience collaborating with stakeholders to understand and influence product requirements
- Experience of innovating in testing technology and processes

### You'll be great at:

- Leading a team of testers to determine the right approach to solving hard problems
- Delivering quickly and effectively, identifying risks and ways to solve them
- Convincing others of your approach and influencing your peers to make the right choices. Championing your team's work whenever possible.
- Communicating your plans and progress, and working with your peers to adapt your plans to the needs of the product or project.
- Working with others to understand the root cause of live issues, and designing solutions

### Key technical skills:

- Experience in Test Automation with Object Oriented Languages like Java
- Experience in at least one Behaviour Driven Test Framework e.g. Cucumber-JVM
- RESTful API Testing and Automation
- Recent Experience in Agile work practices
- Experience in Configuring CI environments
- Experience with Java, Gatling, TDD and ideally, AWS