

Job title	Test Lead		
Job family	Technology, Systems & Delivery	Proposed band	D

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
<ul style="list-style-type: none"> • 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 to peers and colleagues • Support product and departmental managers in communicating strategy and product fit and effectiveness to stakeholders at all levels • Owning testing across complex, multi-team, distributed technology programmes • Advocate and implement agile & 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
<ul style="list-style-type: none"> • Extensive 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 • Extensive experience of web technologies • Effective leadership and collaboration inside and beyond the team. The ability to influence diverse and senior stakeholders effectively • Delivery focused – with evidence of driving efficiencies in delivery • Leadership experience of testing and professional software development processes, in an agile environment • Consulting and client management skills, including a track record of good relationship

- management including motivation, collaboration and influencing
- Experience of leading large teams in high-pressure environments
- Expertise in agile software development methodologies including behaviour driven development and test driven development
- Experience of successfully liaising with external suppliers
- Expertise in problem solving and providing creative solutions
- Strong written and verbal communications skills and comfortable communicating at all levels in the organization
- Recruitment, management and mentoring experience

Desirable

- Relevant Degree
- Appropriate professional software testing qualification
- Experience of talking in industry forums, interest groups or blogging and other broader industry engagement

Job impact

Decision making

Reports to Test Manager or Software Engineering Manager.

- A Test Lead should have a broad and deep knowledge of testing including test planning and reporting, automation and tooling, provision and management of test data and environments. They need to be able to apply this knowledge to design effective test approaches given the demand of a particular project or programme and available resources. They also need to be able to convince others of their approach and successfully lead distributed teams in implementing it.
- Understands and synthesizes BBC technology strategy and other strategic concerns to design appropriate software
- Recruits and manages BBC Software Testers for their team
- Makes independent decisions about test solutions, taking into account the requirements of the situation, priorities, constraints, identified risks and the availability of essential information and resources.
- Leads on the test approach, and provides expert advice to team and management on risk
- Collaborating with stakeholders at all levels and product managers to understand business requirements and influence product requirements and design
- Communicates the status and testing outcomes of the product/system against the business requirements, to stakeholders of all levels
- Manages testing (via review and specification) of 3rd party software products and systems
- Communicates their products and work at appropriate industry forums, presenting the expertise and effectiveness of the BBC

Scope

- Finance: Headcount budget for 5 – 10 £600k
- Line Management: Team of 5 – 10 direct reports
- Ad hoc: Participate in cross D&E technology and product strategy forums (up to 50 members) and cross organisation project/solution planning & design. Expected to lead or participate in cross organisation project/solution planning & design (up to 20 members).

Expected to participate in organisation, talent management and other strategic planning

Other information	
For Reward team use only	
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

There may be sub-sets of the generic job described above which require additional technical skills. This appendix to the generic job description can be developed to cover such situations.

Division	
Reports to (title)	
Location base	

Organisation structure	

Additional job specific responsibilities and accountabilities	
<ul style="list-style-type: none"> • • • • • • • • • • 	

Approval	
Manager	Name and job title
HR Business Partner	Name
Date	