

<b>Job title</b>	<b>Tester</b>		
<b>Job family</b>	<b>Technology, Systems &amp; Delivery</b>	<b>Band</b>	<b>C</b>

**Job purpose**

The tester plays a key role in product design and development and is responsible for writing, executing and reporting on tests. The tester provides insight into the state of a product throughout development and deployment.

**Key responsibilities and accountabilities**

- Writing and executing functional tests and carrying out exploratory testing to assess product performance.
- Support, implement and help shape the test approach.
- Planning, estimating and reporting test activities.
- Contributing to test process and procedural improvements.
- Raising descriptive, concise and useful defect reports.
- Leading defect triage meetings with other disciplines.
- Troubleshooting– finding critical bugs or verifying reported issues, identifying their underlying cause and seeing them through to resolution liaising with other teams where appropriate.
- Supporting change through experimenting and analysis to improve processes.
- Mentoring junior team members.
- Working with other test roles and development teams to ensure the spread of good practices and sharing of knowledge.
- Provide support in tool evaluations and selections.
- Communicating status information and issues to a variety of stakeholders, adapting appropriately depending on the audience.
- Working with product teams and stakeholders to ensure that each feature is clearly understood before implementation, validated early and throughout implementation, and verified when implementation is complete.
- Learn from and contribute to the test community.

**Knowledge, skills, training and experience**

**Essential**

- Experience of and ability to design and execute effective tests
- Evidence planning, executing functional, systems and regression test.
- Experience applying an analytical and detail-orientated approach to problem solving and solution design.
- Experience implementing continuous improvement.
- An aptitude for learning new technologies and ways of working.
- Ability to input and support in creation, adaptation and execution of effective test strategies.
- Ability to think creatively, problem solve and innovate.
- Good written and spoken communications skills.
- Work closely and communicate clearly within cross-functional teams.
- Ability to experiment, analyse and continually improve test practices.
- Good understanding of test automation and its value within agile delivery.

- Good written and spoken communication skills.
  - Working knowledge of product/defect/test case management systems.
  - An appreciation of good user-experience and able to be the users/audience advocate.
  - Good understanding of usability and accessibility of applications and products.
- Desirable**
- Information Systems Examinations Board (ISEB), International Software Testing Qualifications Board (ISTQB) or Certified Agile Tester certification..
  - Relevant degree

<b>Job impact</b>	
<b>Scope</b>	
Finance:	No financial responsibility.
Line Management:	No line management responsibility but may mentor and train more junior members of the team.
Ad-hoc Teams:	Participates in multi-disciplinary ad-hoc teams consisting of software developers, product managers and project managers – typically 8 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.*