JOB DESCRIPTION

BBC

Job title	Tester		
Job family	Technology, Systems & Delivery	**Proposed band**	**C**

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 effective 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 of planning, executing functional, systems and regression test
- Experience of applying an analytical and detail-orientated approach to problem solving and solution design
- Experience in implementing continuous improvement
- Excellent 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
- Excellent written and verbal communications skills
- Work closely and communicate clearly within cross-functional teams
- Ability to experiment, analyse and continually support in improving test practices

- Good understanding of test automation and its value within agile delivery
- Good written and verbal communication skills
- Working knowledge of product/defect/test case management systems
- An appreciation of good user-experience and being prepared to be the users/audience advocate
- Good understanding of usability and accessibility of applications and products

Desirable

- ISEB, ISTQB or Certified Agile Tester certification.
- Relevant Degree

Job impact

Decision making

- Reports to the Principal Tester
- Required to execute test approach to identify bugs in product and evaluate performance
- Identify how the product works on different dimensions
- Prioritises sets of tests in order to carry out those most important within a limited timeframe

Scope

Finance: There is no financial responsibility associated with this post

Line Management: Post holder 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

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	

Our systems are critical to both BBC News On-air and BBC News Online and provide graphic, data presentation and automation capabilities for our television broadcast output. We provision media movement through our media asset management system that uses embedded video production tools for our editorial colleagues nationally and internationally. Our products are deployed to numerous countries permitting field journalists and content creators to upload, search, edit and combine content, from a variety of different sources.

It is a crucial time for our team. We are looking to interface with other systems across the BBC whilst seeking to optimise user experience and to support rapid delivery of our products into this converging online/linear space. We are undergoing important and exciting architectural transformations to our systems, transitioning them into optimal scalable web based products. Your role sits in this team to devise and maintain test frameworks in support of this vision.

You will work alongside other test engineers and be responsible for testing software delivered to a high quality ensuring that high test coverage is maintained in a fast-paced development environment.

In addition to test automation, you will be required to solve testing problems by taking an innovative approach to problem solving, whether through the use of technology creating bespoke test frameworks or introducing a new pragmatic way of working that improves efficiency. We are seeking an individual who is pro-active in bringing ideas to the team and is confident to take the lead rather than waiting for direction. You'll have the opportunity to engage with your test peers across News Product & systems and the wider BBC to collaboratively discuss ideas, issues, test tools/ techniques and how to advocate best practice in your daily routines.

You'll have access to BBC Academy training programmes, the opportunity to attend technology conferences, and other reasonable resources you find necessary to progress as a tester.

Key Responsibilities

- Taking ownership of the test plan for a particular deliverable.
- Taking responsibility to ensure all necessary testing procedures are carried out and standards are met for a release.
- Work collaboratively in multidisciplinary teams with product owners, business analysts, designers, developers, architects and testers to design automated integration tests as well as automated regression tests.
- Perform manual exploratory system and regression testing in all environments and across multiple operating systems.
- Working towards increasing the scope of the automation suite by analysing bug data, and writing neat, optimised test code.
- Pairing with developers to ensure we have a robust and well written suite of automated acceptance tests.
- Contributing to discussions on test process and procedural improvements.
- Gaining good understanding of various technologies. There will be a requirement to learn and develop skills in new technologies, within short periods of time.
- Reporting defects and providing progress reports during the testing cycle.

- *Contributing to discussions on test process and procedural improvements*

Essential Skill List

- Ability to produce quality, reusable and maintainable automated tests.
- Experience testing high volume, complex applications including client server and web technologies
- Ability to track down the root cause of a defect using debugging tools such as Firebug, and to analyse stack traces.
- Ability to pair with developers to implement Acceptance Tests.
- Browser compatibility testing and web testing (desktop and multi-device)
- Ability to understand business requirements and create acceptance criteria to design test cases
- Understand the level of detail required when documenting clear test reports.
- Experience of Agile Programming, pairing and working within a collaborative team.
- Understanding of Behaviour/Test Driven Development.
- Working knowledge of a Continuous Integration system to create builds, e.g. Jenkins/GitHub.

Additional job specific responsibilities and accountabilities

Desirable Skill List

- Programming in one or more of Ruby/JavaScript/Python
- Experience with Cloud architecture and the core AWS technologies.
- Pro-actively learn the domain and architecture of the system.
- Understanding of web accessibility issues and appropriate methods for testing these.
- Understanding of Service Oriented Architectures, integration patterns and RESTful web services.
- Healthy interest in upcoming techniques and technology and an ability to describe to us something you're passionate about.
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Approval

Manager	Danny Morgan
HR Business Partner	Tim Burden
Date	**16/01/2018**