

<b>Job title</b>	<b>Senior Tester</b>		
<b>Job family</b>	<b>Technology, Systems &amp; Delivery</b>	<b>Proposed band</b>	<b>D</b>

## Job purpose

Responsible for designing, communicating and implementing test approaches in product development. Work closely with all members of the product development team. The Senior Tester will co-ordinate testing activities for a product and ensure the spread of good practice and knowledge.

## Key responsibilities and accountabilities

- Leading the definition and execution of the test approach for a product
- Planning, estimating, reporting and directing test activities for a product
- Collaborating and integrating with other product development team members to ensure the delivery of a product to specification
- Creating manual and/or automated test cases to verify functional and non-functional requirements of a product in various stages of the development life cycle
- Liaising with other product teams to ensure joined-up testing approaches for multi-team projects
- Troubleshooting– finding critical bugs or verifying reported issues, identifying their underlying cause and seeing them through to resolution liaising with other teams where appropriate
- Producing descriptive and concise reports that evidence the functionality of a product
- Aligning with and supporting the test process to ensure its consistent application across multiple teams
- Communicating status information and issues to a variety of stakeholders, adapting appropriately depending on the audience
- Supporting and leading change through experimenting and analysis to improve processes
- Keeping up with developments in testing methodology by attending specialist interest groups and conferences, both externally and within the BBC
- Contributing to the development of junior team members
- Liaising with external suppliers
- Play a leading role in the growth of a vibrant internal Test community
- Engage with external organisations in order to exchange knowledge and raise the profile of the department in the wider tech community.

## Knowledge, skills, training and experience

- Proven testing skills developed through experience
- Ability to balance departmental strategy, audience experience, resources and technology constraints to regularly deliver value
- Strong aptitude for learning new technologies and ways of working
- Ability to create, adapt and execute effective test strategies
- Ability to think creatively, problem solve, and innovate
- Excellent written and verbal communications skills and comfortable communicating at all levels in the organisation
- Work closely and communicating clearly within cross-functional teams
- Ability to experiment, analyse and continually improve test practice
- Ability to explain complex technical concepts to a non-technical audience
- Working knowledge of product/defect/test case management systems

- Good understanding of test automation and its value and application within agile delivery
- Ability to coach and mentor junior team members
- Ability to anticipate problems and tackle them with a pragmatic approach
- An appreciation of good user experience and being prepared to be the users' advocate
- Good understanding of usability and accessibility of applications and products.

**Job Impact**

**Decision making**

- Reporting to the Principal Tester, the Senior Tester will lead on the definition and execution of the test approach for a product, including planning, estimating and making recommendations on technology, frameworks and processes
- Confirms functionality of a product by applying test approach, producing reports troubleshooting and resolving issues - involves others where necessary

**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: A senior tester will frequently lead an ad-hoc team of testers on a multi-team project - typically up to 4 (testers) or participating in a cross-discipline (ad-hoc) project team – typically 12 participants

**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.

<b>Division</b>	<b>Digital – D+E – Education</b>
<b>Reports to (title)</b>	<b>Education Test Team Lead</b>
<b>Location base</b>	<b>Pacific Quay, Glasgow</b>

<b>Organisation structure</b>	
<p>Our agile teams are made up of software engineers, testers, user experience designers, design researchers, product owners, business analysts and project managers, all striving to create extraordinary experiences for our audiences.</p> <p>Learning, developing and sparking curiosity is part our culture, so you will be joining a team who really care about you, the development of your technical skills, your career aspirations and your contribution to our great team culture.</p> <p>In BBC Education we build our products following Continuous Delivery practices on AWS with a strong focus on Node.JS. Builds run with fully automated build pipelines - using Jenkins - deploying to live multiple times a day.</p> <p>We perform automated (Nightwatch.js, Backstop.js) and manual testing to ensure that our fully responsive web solutions and associated back-end services deliver an excellent experience for our audience across the wide range of devices and browsers they use.</p> <p>Testers are fully integrated in our agile development teams and processes, and are involved from planning and initiation through to live deployment. The testers role is to understand and influence early on in order to prevent bugs and to help ensure that we consistently deliver quality software.</p> <p>We excel at collaboration and often we work closely with other test teams in the BBC - and external companies - to push our capabilities further.</p>	

<b>Additional job specific responsibilities and accountabilities</b>
<p>As a Senior Tester you will be expected to work across multiple product workstreams, helping to ensure that we develop software to a high standard with an emphasis on quality. You will promote a consist automated and manual testing process across different product streams, and support the Test Team Lead in identifying and delivering tool and process improvements.</p> <p>You will have a strong background in software testing and good knowledge of web testing from both automated and manual testing perspectives.</p> <p>You will love learning new technologies and are able to evaluate them and apply these to a variety of projects.</p> <p>You’ll have a positive attitude and a willingness to learn. You’ll promote your skills, share your knowledge and contribute to the evolution of best practices throughout the department and the BBC.</p>

<b>Approval</b>	
<b>Manager</b>	James Constable – Software Engineering Manager

**JOB DESCRIPTION**



<b>HR Business Partner</b>	Danielle Chruszcz
<b>Date</b>	07/08/2018