

Junior Test Engineer

Salary: £27,807 - £30,162 per annum (Grade 5)

Contract type: Full-time (36.5 hours per week), permanent

The challenge

At WJEC, we contribute to our education communities by providing trusted qualifications and specialist support, to allow our learners the opportunity to reach their full potential. This is a fantastic chance to be part of an organisation that both encourages and enhances the minds of tomorrow.

The role

This is an ideal opportunity for someone starting a career in IT, enabling the role-holder to develop experience of IT development cycles. Once trained, the Junior Test Engineer will design and develop strategies for improving the quality of software and systems through the testing of all software development across the organisation (including internal systems e.g. iSeries, and our Centre and appointee facing platforms), adhering to the appropriate standards, guidelines, and test plans. They will also play a key role in major software projects working collaboratively with stakeholders across the organisation to ensure solutions meet the needs of the business.

About you

To thrive in this role, you will be organised and able to maintain a high attention to detail when working on several tasks simultaneously. You'll be a fast self-learner with strong communication skills and the confidence to ask questions which support your learning and development. You will be able to work using your own initiative, but equally confident working with others as part of a team, sharing knowledge and expertise as required. Prior experience working in an IT environment would be helpful but is not essential for the role.

Benefits

At WJEC, we pride in being an inclusive and supportive place to work. We also offer a range of excellent benefits including: 25 days annual leave per year (in addition to 16 statutory / additional holidays), free Welsh lessons, a competitive pension scheme and numerous family friendly policies. A career with WJEC can be extremely rewarding and you will be encouraged throughout with great opportunities to develop your professional and personal skills.

If you would like to know more about this role, or about working at WJEC, please do not hesitate to contact our HR team (HR@wjec.co.uk), who will be more than happy to help.

Closing date: 09:00; Monday 09 December 2024

JOB DESCRIPTION

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|------------------------|----------------------------------------------|
| Job title: | Junior Test Engineer |
| Department: | Information & Technology Service Development |
| Section: | Testing services |
| Responsible to: | Lead Test Engineer |
| Grade: | 5 |
| Location: | Western Avenue |

Main purpose of Job:

The Junior Test Engineer will be responsible for improving the quality of software and systems by testing all software development across the organisation. The post holder will ensure they adhere to the standards, guidelines, test plans and test execution, in coordination with the Lead Test Engineer, IT Development and BA colleagues. Working closely with internal stakeholders, the role will include reducing development errors, improving quality, and encouraging ownership of delivered services across the organisation. The post holder will also play a role in putting into major software projects, ensuring solutions meet the needs of the business.

Principal Duties and Responsibilities:

General

- Collaborate with the Lead Test Engineer to ensure the quality of work and reporting of issues is maintained and documented, often working as part of a multi-disciplinary team focused on user needs and user-centred design.
- Collaborate with developers and subject matter experts, analysing trade-offs between usability and performance needs.
- Be aware of test scope, approach, risks and assumptions across DevOps and agile testing.

Scripting

- In conjunction with the Lead Test Engineer and Solution Leads, Developers and the BA team. review Requirements and Technical Design documents to derive Manual Test Scripts and User Journeys in accordance with development specifications.
- With support from the Lead Test Engineer, ensure that Test Scripts are detailed, comprehensive, well-structured and documented according to the Test Team’s processes.
- Gain experience of identifying, recording, documenting and tracking bugs using the Test Management system (currently Xray in Jira), to mitigate risks to WJEC.
- With assistance from the Lead Test Engineer, set up test data, estimate testing activities and contribute to Test documentation.
- Take part in all phases of testing and the testing activities (e.g., Regression, User Acceptance and Exploratory testing) within a development project.
- Work with the Lead Test Engineer to automate Test Scripts using Open-Source technology.
- Assist in the adoption of automated testing principles to improve efficiencies, quality and reduce time to BAU

Agile

- Gain hands-on test experience within Agile projects, with an understanding of the Sprint, CI and release testing lifecycles.

Test Approach

- Be aware of testing deliverables and achievement of testing milestones during a project.
- Work in an Agile environment during each testing phase of a project.
- Maintain an awareness of testing alternatives so that the most effective testing strategy can be selected and agreed with the Lead Test Engineer.
- Work with the Lead Test Engineer to identify and implement test tools/software to aid and improve the testing processes and their implementation.
- With support from the Solutions Delivery Team, maintain an up-to-date understanding of the current WJEC technology base, industry trends and emerging standards, e.g., AWS, SQL, iSeries, Talend, Bitbucket.

Other

- To understand and comply with all WJEC policies and procedures detailed in the Staff Handbook; in particular, ensuring you understand your role and responsibilities in relation to Safeguarding, Information Security, GDPR, Confidentiality, Welsh language and Health, Safety and Environment.
- Participate actively in supporting the principles and practice of equality of opportunity as laid down in WJEC's Equality & Diversity Policy, embedding ED&I into all projects, policies and practices.
- To be a pro-active team-member, contributing positively to meetings and projects in support of WJEC aims and objectives.
- To engage in personal and professional development activities relevant to the role.
- To undertake other duties, as required, which are commensurate with the grade of the post

Person Specification

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|--------------------|----------------------------------------------|
| Job title: | Junior Test Engineer |
| Department: | Information & Technology Service Development |

Highly Desirable criteria are the optimum skills and experience the applicant will ideally have, but it is not expected that candidates will meet all of them. Desirable criteria are those which would add value to the job if present, and also include potential for growth and development into the role.

Skills and Abilities

Highly desirable

- Excellent verbal and written communication skills and the ability to interact professionally with a diverse group. Ability to simplify complex or technical matters to a non-specialist audience.
- Ability to plan and prioritise your own work.
- Excellent attention to detail with strong analytical and problem-solving skills.
- Able to work independently as well as part of a team.
- Able to understand and interpret requirements and technical diagrams, with appropriate guidance.
- Good initiative, with the appetite to learn independently and self-motivate.

Desirable

- Able to use programming languages such as Ruby, Python or JavaScript.
- Test automation skills
- Able to work in the medium of Welsh

Knowledge

Highly desirable

- Working towards an understanding of QA and Testing principals.
- Understanding of examination and assessment systems and processes
- An understanding or exposure to one or more of the following:
 - Understanding of Software development frameworks (for example IBM i-series, JAVA, .Net environments, etc).

Desirable

- a basic understanding or exposure to one or more of the following:
 - Awareness and or experience of testing standards such as ISO/IEC 29119, IEEE or BS-7925
 - Awareness of Cloud based infrastructure, services and best practices.
 - Knowledge of SQL.
 - Experience of using standard development and testing tools such as Visual Studio Code, Bitbucket and Git, Jira and Confluence, etc.

Experience

Highly desirable

- Experience of the software development lifecycle.
- Experience applying software development methodologies.

Desirable

- Awareness of the software defect lifecycle.
- Experience of software and system testing.

Training / Qualifications

Highly desirable

- Degree qualified.
- ISTQB/ISEB Software Testing Qualifications

Other Requirements

Highly desirable

- A flexible and adaptable attitude to work.

| Telerau ac Amodau Gwasanaeth | | Terms and Conditions of Service | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|
| Teitl y Swydd/ Job Title: | Peiriannydd Profi Iau/ Junior Test Engineer | | |
| Cyflog/ Salary: | £27,807 - £30,162 y flwyddyn/ per annum | Gradd/ Grade: | 5 |
| Gwyliau Blynnyddol/ Annual Leave: | <p>25 Diwrnod y flwyddyn. Mae CBAC yn caniatáu 16 o ddyddiau statudol/ychwanegol o wyliau yn ogystal ar hyn o bryd. Pro rata.</p> <p>25 Days per annum. In addition, the WJEC currently allows 16 statutory / additional holidays. Pro rata.</p> | | |
| Pensiwn/ Pension: | <p>Gweithredir darpariaeth y Ddeddf Bensiwn Llywodraeth Leol.</p> <p>The provision of the Local Government Superannuation Act apply.</p> | | |
| Math o Gytundeb: | | Contract Type: | |
| <input checked="" type="checkbox"/> Llawn-amser / Full Time <input type="checkbox"/> Rhan-amser / Part Time <input type="checkbox"/> Llawn-amser Tymor Cyfyngedig / Full Time Limited Term <input type="checkbox"/> Rhan-amser Tymor Cyfyngedig / Part Time Limited Term | | Nifer yr oriau yr wythnos No of hrs per week Diwedd y Tymor End of Term Diwedd y Tymor / / End of Term Nifer yr oriau yr wythnos No of hrs per week | |
| Dull Ymgeisio: | | Method of Application: | |
| <p>Dylid anfon ffurflenni wedi'u llenwi ar e-bost at ad@cbac.co.uk erbyn 09:00; dydd Llun 09 Rhagfer 2024.</p> <p>Completed forms should be sent by email to hr@wjec.co.uk by 09:00; Monday 09 December 2024.</p> | | | |