

JOB TITLE – Senior Test Automation Engineer

Position reports to : Product Owner
Direct Reports : NA
Office Location : Adapt IT Johannesburg Campus

PURPOSE OF THE POSITION

As a Test Automation Engineer you will design automation tests, this include develop automation scripts and finding solutions for automation problems. To be successful as a Test Automation Engineer, one should be exceptionally accurate, possess a superior mathematical aptitude and be proficient in programming languages.

PRIMARY RESPONSIBILITIES FOR THE ROLE

Designing and writing test automation scripts

- Design and write test automation scripts.
- Use test automation frameworks.
- Identify defects in software as a result of testing.
- Investigate the cause of defects identified through testing.
- Work with software developers to identify bugs in software and suggest solutions.

Quality assurance of software developed

- Review requirement definitions, specifications and manuals to ensure quality of software and tests to be developed; i.e., perform manual static testing.
- Select and develop appropriate test automation tools.
- Use risk-driven techniques to develop, maintain, and execute automated test suites.
- Work with the development team to capture and reuse automated unit test cases, test stubs and drivers, and other development test objects.
- Recognise the quality implications of known bugs and the impact of proposed changes on the testing process.
- Work with the release engineers to create and maintain an automated build verification (“smoke”) test.
- Ensure proper version control and configuration management of all test objects developed and test environments used.
- Use diagnostic tools/techniques to identify the root cause of software failures, asking pertinent questions and obtaining answers where possible.
- Perform trouble shooting and effectively resolve issues to increase solution stability and reduce intervention required over time.
- Recommend improvements to software.

- Provide resolutions to app/system issues, driving stability, efficiency and effectiveness.

Results Tracking and Reporting

- Document bug reports upon discovery of a quality problem.
- Update test execution status on the outcome of test iterations.
- Trace test cases and results back to specific quality risks.
- Assist in the creation of test status reports and metrics (e.g., Test Dashboard).

Mentorship / Training

- Provide mentorship and guidance to internal staff on technical and system processes.
- Internal training
- Ability to mentor and assist others, and to lead internal training sessions
- Mentor junior resources on specialised knowledge, sharing of novel solutions reached.

Key Competencies

Technical Skills

- Proficiency in programming languages such as SQL, Python and Java is an advantage .
- Highly accurate and detail-oriented.
- Extensive understanding of requirements gathering.
- Strong analytical skills combined with mathematical and problem-solving skills.
- Extensive knowledge in preparing test cases and test plans.
- Skilled in writing documentation.
- Ability to facilitate and lead workshop skills.
- Conduct business process mapping / engineering.
- Extensive knowledge and experience of various business analysis methodologies and process modelling.
- Working knowledge of feasibility studies and preparation of business cases.
- Understands how to be involved at a strategic level in business processes.

Sector Knowledge

- Working knowledge of business processes used within the tertiary education sector.
- Working knowledge of the ITS Integrator system functionality.
- Working knowledge of applicable ITS Integrator technologies.
- Strong communication / client interaction skills.
- Working knowledge of feasibility studies and preparation of business cases.

Interpersonal interactions

- Uses effective interpersonal and communication skills to gain acceptance of and commitment to plans, ideas and initiatives.



- Shares important and relevant information.
- Gains the cooperation, trust and support of others.
- Seeks a win/win solution with the minimization of a compromise.
- Communicates in a positive manner resulting in action.
- Focuses energy on finding solutions rather than blaming others.
- Acknowledges others' contributions.

Living the Values

- Ensuring compliance with all applicable policies, regulations, standards and governance requirements
- Treating all people fairly and consistently, and with dignity and respect
- Being ethical, honest and sensitive in all dealings
- Taking corrective action to address inappropriate decisions or actions

Leading Self

- Taking ownership for own performance and decisions and their impact on the business.
- Set and achieve goals, consistently complies with quality standards, and meets deadlines.
- Demonstrating tenacity and resilience even when faced with obstacles
- Demonstrate positivity, mental toughness and stability during stressful periods and periods of low activity.
- Seeking opportunities for personal feedback, learning and development
- Mature individual with high level of emotional intelligence with the ability/capacity to be aware of, control, and express emotions.
- Handle interpersonal relationships judiciously and empathetically.
- Self-motivated, with the ability to motivate others.
- Ability to work under pressure, independently and as part of a team.
- Admit to errors and takes corrective action to avoid repetition.
- Approach own work with dedication and a high sense of responsibility.

Managing Change

- Constructively challenging the status quo to improve performance.
- Creating an appropriate sense of urgency for change.
- Actively engaging others in the vision and purpose of change and influencing the change process.
- Maintaining focus and seeing change through to completion.
- Recognising and celebrating progress in implementing change.

Business Focused

- Sensitive to the cost of implementing a proposed solution.
- Strives to find and implement the solution that delivers value in terms of client business requirements.
- Builds rapport and constructive relationships with clients.

QUALIFICATION AND EXPERIENCE REQUIREMENTS

- Bachelor's degree in computer science, software development, or a related field.
- 5+ years business automated testing experience in a business environment.

In accordance with Adapt IT's Employment Equity plans and goals, preference will be given to suitable applicants from the designated groups as defined by the Employment Equity Act of 55 of 1998 and subsequent amendments thereto.

Contact Person: [Ayanda Ngobese](#)

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