

Job description

Service area:	Digital
Job title:	Automation Test Analyst
Band:	6
Location:	Stella House, Newcastle upon Tyne

Job purpose:

The NHSBSA has a number of IT services that it develops and supports, both digital and classic in nature. As an Automation Test Analyst your role is to provide a specialist manual and quality assurance testing and development and maintenance of automation of testing, with experience, knowledge and associated IT skills (underpinned by theory) to actively design, develop and execute manual and automated tests against new and existing services.

This will include significant skills, knowledge and experience across some or all of the following activities:

- Functional and regression tests
- Scalable automation of tests
- Performance & Load testing
- Accessibility testing
- Usability testing
- Pen testing
- Stress testing
- Scenario / Story testing
- Unit / Integration testing
- Cross Browser testing
- Cloud deployment platforms and techniques

In this role, you are accountable for:

Specialist skills

1. Evaluating, analysing, and interpreting information and requirements to inform the design and development of scalable automation testing frameworks.
2. Applying specialist knowledge, to define and create automated functional and regression tests using well structured-maintainable code.
3. Designing, developing and delivering project test plans and test specification based on a variety of documents that outline both functional and non-functional requirements.
4. Assurance of testing cycles for externally delivered projects, validating and approving documentation, and outputs of testing, escalating issues and risks appropriately.
5. Provide specialist QA and Automation Test advice and guidance, provide defect triage sessions with selected users, and third parties to resolve issues that affect bespoke services, third-party applications and configurable of the shelf products (CoTS) and services, to support swift resolution and delivery.
6. Proactively engaging in conversations to support the on-going development and maintenance of your own skills and knowledge, including attending relevant Communities of Practice.
7. Communicating complex information effectively across a wide range of people and levels of understanding, including both technical and non-technical audiences, to influence, negotiate and secure value based outcomes and sign off ahead of delivery of services.
8. Regularly horizon scans to keep abreast of new and emerging technologies and standards to support innovative and creative delivery of QA and Test.

Staff

9. Support relevant recruitment and selection in line with organisational processes.
10. Mentor and coach other team members, and apprentices to enable the on-going personal development and growth of skills within the team.
11. Co-ordinate and allocate work to other team members in line with agreed delivery of services

Financial Management

12. Maintain an awareness of financial and personal implications in the use of a range of resources.

13. Contribute to and prepare proposals for estimating new and existing pieces of work.

Relationship Management

- 14. Identifying opportunities and engaging in partnership working with other individuals, groups and agencies within the NHS, DoH and other third parties.
- 15. Effectively engage and collaborate across multiple disciplines to ensure consistent approaches, methods, standards, and patterns are holistically applied.

Information Management

- 16. Contributing to, monitoring, maintaining and reporting on agreed testing metrics, reviewing own performance and adapt own approach to maximise the success and to meet agreed standards.

Delivery Management

- 17. Preparing plans to enable the delivery of QA and Test activities for projects and programmes undertaken.
- 18. Proactively identify challenges that may affect delivery, providing mitigating actions and a decisive response.
- 19. Creating and delivering tests to ensure the overall needs of the business are met.

In addition to the above accountabilities, as post holder you are expected to:

Undertake additional duties and responsibilities in line with the overall purpose of your role and as agreed by your line manager.

Demonstrate NHSBSA values and core capabilities in all aspects of your work.

Foster an environment where your own and colleagues' safety and well-being is promoted.

Contribute to a culture which values diversity and inclusion.

Comply with NHSBSA policies, procedures and protocols as they apply to your role.

Working relationships

Responsible to: Assigned Team Manager

Key relationships and connections:

Team members,

Service delivery teams,

Business stakeholders

Service Managers

Suppliers

Peer Networks



Person specification

Service area: Digital

Job title: Automation Test Analyst

	Essential criteria	Desirable criteria	Demonstrated by
Personal Qualities, Knowledge and Skills	<p>Significant knowledge and skills in the following area</p> <ul style="list-style-type: none"> Working collaboratively within a multi-disciplinary team setting, both internal and externally. Design, development and execution of manual and automated test approaches and frameworks. Management of own work and others work to meet deliverables. Working within Agile scrum teams; creating and estimating tasks. Pro-active approach to self-learning and continuous professional development. Specialist knowledge consistent with attainment of degree level qualifications. Business change and rationalisation of systems processes and services. Analysis of requirements, design and development of applications to meet business needs. Analysis, investigation and resolution of complex ICT issues, within new and existing services to 	<ul style="list-style-type: none"> Awareness of digital channel shift and approaches Knowledge of design principles (Object oriented design; common design patterns; responsive web design; security by design; government service design) Working knowledge of cloud, Windows and Unix environments 	Application Form, Interview

	<p>enable business continuity and resolve major incidents.</p> <ul style="list-style-type: none"> • Use of version control systems such as Github/Gitlab, SVN <p>Experience of</p> <ul style="list-style-type: none"> • Frameworks and approaches to automation within a Continuous Deployment environment. • Translating requirements into user stories to create deliverable features. 		
Experience	<p>Significant Experience of</p> <ul style="list-style-type: none"> • Software development lifecycle, including where, why and when quality assurance and testing processes fit into the lifecycle of an application or service. • One or more of the following frameworks: <ul style="list-style-type: none"> • Agile • Java • Ruby • Selenium • HTML/ CSS/ JavaScript • SQL • BDD TDD • Communicating complex technical information easily to both technical and non-technical people. • Mentoring, coaching and sharing best practice with a range of staff. • Proactive approach to learning and keep abreast of latest technologies to keep skills up to date and adaptable to change. • Writing and maintaining testing documentation. <p>Experience of:</p> <ul style="list-style-type: none"> • Presenting work to peers, communities and user groups • Selenium Webdriver or Watir frameworks • Test tools and principles in: 	<p>Experience of</p> <ul style="list-style-type: none"> • Identifying, assessing and managing risk. • GDS type design principles in action – “coding in the open” • GDS Digital Standards. • Use of Browser Stack or Selenium Grid. • Accessibility Tools (Wave, Tenon & axe) • Performance Test Tools (JMeter / Gatling) • Security testing methods (Pen Tests, XSS, SQL injection) <p>Knowledge of</p> <ul style="list-style-type: none"> • SQL and its use in one or more DBMS (Oracle, PostgreSQL, SQL Server). • Spring • Jasper 	Application Form, Interview

	<ul style="list-style-type: none"> • Cross Browser testing • Accessibility testing 		
Qualifications	Degree calibre with relevant in-depth knowledge of the subject matter OR Relevant experience of the subject matter	Qualifications in appropriate IT certification (eg ITIL, TOGAF, Agile, ISTQB etc)	Application Form/Certificates Interview
Core capability level (minimum)	Working at level 3 or above of the NHSBSA Core Competency framework in the following areas <ul style="list-style-type: none"> • Confidently engages with stakeholders to advocate and generate commitment to goals • Engages with a variety of stakeholders, listening and responding to their feedback, and encouraging others to do the same • Analyses and identifies risks in order to make decisions that take account of the wider context, including diversity and sustainability • Identifies people/teams across the business that face similar challenges and opportunities in order to work with them to produce the best outcome for the NHSBSA • Uses creative methods to involve and generate new thinking from others 		
Relevant professional framework	Operating at SFIA level 4 or above across Autonomy and Complexity. Operating at SFIA level 3 or above across Influence, and Business Skills <ul style="list-style-type: none"> • Operating at SFIA Level 5 across specialist skills <ul style="list-style-type: none"> ◦ Development and implementation/Testing ◦ Strategy and Architecture/technical specialism • Operating at SFIA Level 4 across specialist skills <ul style="list-style-type: none"> ◦ Change and Transformation/Business process testing ◦ Relationship and engagement/Relationship management ◦ Development and implementation/Systems design ◦ Strategy and Architecture/methods and tools ◦ Strategy and Architecture/research ◦ Skills and Quality/quality assurance 		