



QA Software Test Engineer
Exempt

DEPARTMENT: REPORTS TO:
Manager, Applications Engineering

General Purpose

QA Automation and Manual Software Testing. DevOps Automation, UI Automation, Desktop Automation, API Automation, and Web Services and Microservices testing.

ESSENTIAL FUNCTIONS:

1. **Designing and Implementing Tests:** Creating and executing automated test scripts to validate software functionality, performance, and security.
2. **Debugging and Corrective Actions:** Identifying, analyzing, and documenting defects, bugs, and inconsistencies during testing.
3. **Reviewing Requirements:** Collaborating with development teams to review system requirements and ensure they meet quality standards.
4. **Test Planning and Execution:** Developing detailed test plans and cases, and conducting various types of testing such as regression, integration, and user acceptance testing.
5. **Continuous Integration:** Enhancing and maintaining automated Continuous Integration (CI) flows to ensure seamless software deployment.
6. **Reporting and Documentation:** Preparing comprehensive reports on testing activities and outcomes and maintaining documentation for automated processes and test results.
7. **Collaboration:** Working closely with cross-functional teams to improve quality assurance processes and practices.
8. **Release Management:** Working closely with cross-functional teams for release application to UAT and PROD environments.

REQUIRED KNOWLEDGE:

1. **Programming and Scripting:** Proficiency in languages like Python, C#, or JavaScript for writing and maintaining automated test scripts.
2. **Automation Tools:** Experience with tools such as Selenium and Playwright for creating and managing automated tests.
3. **Continuous Integration/Continuous Deployment (CI/CD):** Understanding CI/CD processes to integrate automated testing into the software development lifecycle with tools such as Azure DevOps or GitHub.
4. **Test Management:** Knowledge of test management tools and bug tracking systems to organize and track testing activities.
5. **Software Development Life Cycle (SDLC):** Familiarity with SDLC processes to ensure comprehensive testing throughout the development stages.

Soft Skills

6. **Analytical Thinking:** Ability to analyze complex software systems and identify discrepancies.
7. **Problem-Solving:** Strong problem-solving skills to troubleshoot and resolve issues efficiently.
8. **Attention to Detail:** Keen attention to detail to catch even the smallest bugs and inconsistencies.
9. **Communication and Collaboration:** Effective communication skills to work closely with development teams and stakeholders.
10. **Adaptability:** Flexibility to adapt to changing project requirements and testing environments.

EDUCATION/CERTIFICATIONS:

3+years of experience in the field
Bachelor's Degree preferred but not required

WORKING HOURS:

Work may require more than 40 hours per week to perform the duties of the position. Work may require travel.

WORKING CONDITIONS:

Overtime is possible and may be expected in order to perform the essential functions of the position.
Work is performed in a normal heated or air-conditioned office environment.

*The above is intended to describe the general content of and requirements for the performance of this job. It is not to be construed as an exhaustive statement of essential functions, responsibilities or requirements.
This job description must not be misconstrued as a promise of employment, nor deemed as an employment contract.*

Revised 01/22/2025