Job Specification & Recruiting Profile of Vacancy

03 September 2019

The following vacancy exists at NSFAS in Cape Town.

Position	Quality Assurance Lead	**Type & Grade**	Permanent, Grade: 12 - 13
Vacancy No	103 of 2019/20	**Department & Unit**	ICT Department

POSITION OVERVIEW:

The successful applicant will be required to lead a team of Senior Testers and Testers who will be testing NSFAS system applications. In addition, the candidate will be responsible for the implementation of formal QA processes, designing test plans, provide estimate testing timelines, and managing the expected deadlines.

The QA Lead will furthermore be responsible to ensure that that the QA team is using industry-accepted best practices. Formal SDLC processes should be implemented, by making use of the COBIT® 5 framework guidelines. This will be accomplished by implementing procedures and best practices in ServiceNow.

The QA lead will be required to oversee the developing of new tools and processes to ensure quality goals are met. A key point will be the implementation of a framework for Automation Testing and managing the automation team.

The individual will be required to have good problem-solving skills, with sound technical knowledge of end-end test procedures across various application platforms. This will include broad exposure to all aspects of testing, including regression; functional; non-functional; automation; load; stress and usability.

The individual must be a team player, who is able to work under pressure and is experienced in Software Development Life Cycle (SDLC), Software Testing Life cycle (STLC) & Agile, and have a good appreciation of software development (predominantly in Java and SQL environments)

RESPONSIBILITIES:

- Drive process improvement and best practices effectively within the QA team.
- Responsible for defining QA strategy, approach and execution in ICT for software development projects.
- Ensuring that the development teams adhere to the principles, guidelines and best practices of the QA strategy as defined.
- Focus on continuous QA improvements, including usage of appropriate testing tools, test techniques, test automation.
- Develop and execute testing plans, scenarios and procedures.
- Manage a group of Senior Testers and Testers.
- Conduct 360° reviews and performance appraisals for the QA team.
- Participate in recruitment processes.
- Responsible for executing the Intern Training programme and to ensure intern readiness for

written exams (e.g. ISTQB Foundation Level).

- Manage training and continuous learning of the QA team by means of short courses, conferences, meetups, certifications, etc.

- Collaborate with project/business stakeholders on testing requirements.

- Devise the test objectives, organizational test policies, test strategies and test plans.

- Estimate the testing timelines and assign resources.

- Work closely with developers, and document and track issue/ bugs/defects found.

- Review testing execution and ensure project testing deadlines and milestones are tracked & met.

- Co-ordinate the UAT Testing with project / business key stakeholders.

- Prepare dashboard reports and produce QA reporting decks for project stakeholders.

- Log all releases for approval & deployment.

- Manage release cycles, build artefacts and deployments to test and production environments.

- Provide leadership and technical expertise within Test Automation and Quality Assurance.

- Actively participate in daily Scrum and project planning meetings.

DESIRED SKILLS AND EXPERIENCE

Minimum requirements:

- BTech degree in Information Systems, or similar qualification
- ISTQB/ISEB Foundation Certification in Software Testing.
- Knowledge in Software Development Life Cycle (SDLC), Software Testing Life cycle (STLC).
- Use of Testing Tools (HPQC, Postman, Selenium, SOPUI)
- Minimum of 8 years' experience, 3 must have been in a Senior Tester/Test Lead capacity
- Sound Certification and training on SQL Server including detailed knowledge of the database and DBMS software, and some programming skills.
- Minimum of 10 years ICT general experience;
- Minimum of 7 years ICT database experience

- SQL knowledge

Beneficial skills and experience:

- Experience on Service Now, SharePoint, Webservices (Java), SQL Server.
- Java development
- Understanding of the higher and further education and training sector in South Africa

Competencies:

- Develop and execute testing plans, scenarios and procedures
- System integration and User acceptance testing experience;
- Experience in web-based and Windows applications;
- Solid experience in databases and user interface testing;
- Skill and experience in writing Microsoft SQL queries;
- Fully Microsoft Office literate with advanced level Excel skills;
- Experience with automated testing tools highly desirable;
- Understanding / experience of test methodologies and techniques;
- Creation and execution of automated tests;
- Thorough application/report testing (delivers a high-quality product to the business for UAT);
- UAT training and support;
- Defect tracking and resolution thereof;
- Reporting QA status to Management

Personal attributes:

- Willing and wanting to work flexible times as required;
- Goal-oriented;

- Passionate about problem solving;

- Detail focused;

- Excellent time management;

- Excellent written and verbal communication skills;

- Confident, enthusiastic and self-motivated;

- Ability to work independently as well as part of a team;

- Ability to understand new systems quickly; and

- Must be able to work well under pressure and meet deadlines

REMUNERATION & BENEFITS

Remuneration Package:
R 867 356 to R 1 217 082 per annum

Total Cost to Company per annum inclusive of all benefits and company contributions.

PLEASE NOTE

Closing date: 17 September 2019

Interested applicants should send detailed Curriculum Vitae, copies of academic qualifications and names of three contactable referees to Ms. Thokozile Mnikina via email jobs@nsfas.org.za. NSFAS do not consider late applications. Staff on Leave must ensure that they check the NSFAS portals for advertised vacancies and familiarize themselves with the respective closing dates. NSFAS only corresponds with Shortlisted Candidates. If you do not hear from NSFAS within 2 months of the closing date, please consider your application unsuccessful.

** NSFAS committed to employment equity. Preference will be given to candidates who improve employment equity considerations **