

JOB TITLE: Automated Test Engineer
REPORTS TO: Test Manager
FUNCTION: Participate in the test automation tool selection process;
Develop and executed automated test suites using COTS and custom tools;
Integrate test suites into the test management system and custom test harnesses; and,
Perform other testing-related duties as required.

Duties And Responsibilities

A. Technical

- Review requirements, specifications, user documentation, help files, and other project documentation to assure quality of the products and tests to be developed; i.e., perform manual static testing.
- Select and develop appropriate test automation tools, applying the latest techniques in test automation; e.g., data-driven testing.
- Use risk-driven techniques to develop, maintain, and execute automated test suites for various Software Cafeteria products; i.e., perform automated dynamic testing.
- Work with the Development team to capture and reuse automated Unit Test Cases, Test Stubs and Drivers, and other Development test objects.
- Participate in the Change Control Board to identify the quality implications of known bugs and the impact of proposed changes to product definition on the testing process.
- Work with the Release Engineering team to create and maintain an automated nightly build verification (“smoke”) test.
- Ensure proper version control and configuration management of all test objects developed and test environments used.

B. Results Tracking and Reporting

- Research and document bug reports following agreed-upon processes immediately upon discovery of a quality problem.
- Update test execution status following agreed-upon processes as part of regularly-scheduled test status updates.

- Trace test cases and results back to specific quality risks.
- Assist the Test Manager in the creation of test project status reports and metrics (e.g., Test Dashboard).

C. Management and Supervisory

- Provide the Test Manager with accurate and precise estimates for assigned task duration, along with confidence levels and foreseeable dependencies.
- Assist the Test Manager in preparing test plans, budgets, and schedules.
- Participate in tester interviews, including administering “audition interviews” for Manual Test Engineer, Test Automation Engineer, and Test Technician candidates.
- Provide technical guidance to junior-level test engineers and/or test technicians assigned to assist the Test Automation Engineer.
- Provide the Test Manager with performance assessments for assigned junior personnel.

D. Skills, Education, and Career Growth

- If the Bachelor Degree requirement has been waived, enroll in an approved course of study towards a Bachelor Degree as described under the Employee Career Development Assistance Program.
- Once the Bachelor Degree requirement is satisfied, enroll in an approved continuing education program as described under the Employee Career Development Assistance Program.
- Participate in a quarterly test team critical skills assessment and management session with the Test Manager, setting and achieving skills growth in at least three agreed-upon areas per quarter through internal (cross-training) and external (seminar/tutorial/conference) skills growth opportunities.
- Subscribe to and read one or more journals or trade magazines related to software testing and/or software quality as described under the Employee Career Development Assistance Program.

- Purchase, read, and present a Test Team Training Session on one or more books per quarter related to software testing and/or software quality as described under the Employee Career Development Assistance Program.

E. Attitudes and Initiative

- Develop and maintain good professional working relationships, especially within the test team and with those who interact regularly with the test team.
- Focus on the important testing and project priorities as agreed-upon with the test manager.
- Effectively balance curiosity about tests, test results, and bugs with project constraints on budget and schedule.
- Exhibit a demeanor of professional pessimism; i.e., in a pleasant and non-confrontational fashion work with determination to find, document, and advocate the repair of bugs.
- Show initiative in setting and meeting goals within an environment of managed change.
- Understand the role of testing within the software development lifecycle and business-related project constraints, and effectively advocate for the best possible customer experience of product quality within those parameters.

Employee:

(Typed or Printed Name)

I have read and fully understand the job description outlined above. I also understand that failure to perform to expectations set above might result in disciplinary action and/or dismissal.

Title: Automated Test Engineer

Date: _____

By: _____

(Signature)

Employer:

The employee accepting this position shall be reviewed and evaluated based on this job description and ordinary and customary standards of professionalism. No change to this job description shall occur without the employee's consent.

By: _____

(Signature)

(Typed or Printed Name)

Title: Test Manager

Date: _____

