

Position Description

Role Overview	
Position Title:	Test Engineer
Reports To:	Business Applications Manager
Location:	Christchurch
Date:	April 2021

Why Enable?

As a locally owned business, we aim to reflect the wider diverse community that we serve. At Enable, inclusion and diversity are at the centre of what we do, and one of our four core values is to ‘Show the Love’. It determines the way we think, who we employ and how we work together and with our community. We encourage our people to bring their authentic selves to work, creating a safe, inclusive and innovative environment for our people and our customers.

Enable would be nothing without the passion our people have for the work we do. We believe in empowering our team and giving them the tools, they need to ‘Smash Boundaries’ and create new outcomes that delight our customers. So, why would you want to become an Enable person? We’re working on some great initiatives for our community, but we also look after our people too.

Enable is a living wage employer and offers a benefits package including a fibre broadband allowance, wellbeing and sustainability allowance and an extra day off per year to attend volunteer days, for your birthday or just to relax! We believe our people do their best work where, when and how it suits them, so our flexible working arrangements are as flexible as they can get.

Alongside our owners, the Christchurch City Council, we are committed to being net carbon neutral in our operations by 2030. We also want to operate our business in a sustainable way so future generations can continue to thrive. Our office is rated a green star 5 and we’re investing in smarter tools and systems to reduce our waste and resource consumption.

We enjoy every moment that we spend **‘Connecting our Community with Unlimited Opportunity’**.

Enable Fibre broadband allows people to connect like never before, and here at Enable we don’t just believe in connecting people with the world online – we believe in connecting with the people of our community. We are committed to helping make Christchurch a better place for our community to connect, live, work and do business. We strive to be customer-led, understanding the unique needs of our customers and wider community, ‘keeping it simple and fresh’, and working together to deliver experiences that delight, and build trust – after all, here at Enable we ‘own the experience’.



Purpose of this Role

The Test Engineer will be a key role in the Enable Business Applications team with considerable collaboration required across the wider business to ensure quality outcomes are met in respect to system enhancements and the introduction/replacement of systems. The role will include building and maintaining effective test suites (including regression automation), creating CI CD delivery pipelines and the execution of system, and integration tests and smoke tests on release nights. The role will also provide support for user acceptance testing.

Key Relationships	
Within Enable:	<ul style="list-style-type: none"> → Project Managers → Solution Architect → Business Analysts → Testers → Developers → End Users
Major External Contacts:	<ul style="list-style-type: none"> → Consultants → Software vendors → Implementation partners
Key Dimensions of Role	
Number of Reports:	→ Nil
Expenditure Authority:	→ Nil
Other: (e.g. Sales Revenue / Margin Target / Volume Indicators etc.)	→ Nil
Decision Making Authority	
Decisions Expected:	<ul style="list-style-type: none"> → Test plans per project → Test execution results → Test Execution reporting and recommendations
Recommendations Expected:	<ul style="list-style-type: none"> → Testing strategy within BIS team → Testing toolsets within BIS team → Resourcing and coordination of test team
Key Responsibilities	
Business Outcome:	Key Responsibilities:
Maintain the overall test strategy	<ul style="list-style-type: none"> → Maintain and refine the test strategy keeping this up to date, when new products and services are introduced, or existing products are expanded with significant features. → Facilitate test strategy alignment with solution and product roadmaps in accordance with the wider business plan and new system component implementation/replacement
Manage test tool	<ul style="list-style-type: none"> → Ensure appropriate test toolset is selected and applied relative to the solution needs, product and per test type. → Review test toolsets usage on a regular basis

Develop Procedures	<ul style="list-style-type: none"> → Create and define procedures for testing relative to specific products by writing test plans and associated testing methods and ensuring alignment of test cases to requirements and design artefacts. → Specify and develop automation pipelines in a target platform to ensure tests are reusable and where practical automated. → Ensure that all tests are maintained with traceability to driving use cases and requirements.
Conduct Testing	<ul style="list-style-type: none"> → Execute tests, record test results and assess test results against a set of established success criteria for each project. → Ensure testing is 'fit for purpose' relative to the specific project and its risk profile. → Ensure testing encompasses not only system usage but also considers negative condition testing, performance, usability as relevant. → Upon detecting an issue, analyse root cause and be the administrator of raising resolution requests to developers and third-party vendors. → Work collaboratively with subject matter experts in the establishment and execution of UAT.
Provide Technical Support	<ul style="list-style-type: none"> → Provide technical support to other teams, assisting with problems encountered, such as system malfunctions. → Regular checking for system defects, proposal of solutions and suggested improvements. → Contribute to data analysis with findings from testing.
Ensure Compliance	<ul style="list-style-type: none"> → Ensuring throughout the entire production phase that materials, products, equipment, and processes meet industry-based compliance requirements, such as those from the ISO (International Organization Standardization). → Ensuring the application of safety measures and helping assess risks and develop mitigation plans where possible.
Author Documentation	<ul style="list-style-type: none"> → Accompany every round of testing with fit for purpose documentation, noting the results for all test cases and any discovered defects and multi-dimensional reporting and advice on how to interpret the findings.
<p>This position description is not intended to be a complete or limiting description of the functions that may reasonably be requested to undertake.</p>	
Key Challenges for the Position	<ul style="list-style-type: none"> → This role needs to be able to balance manual and automated testing.

Other Relevant Information	
Health, Safety and Wellness:	<ul style="list-style-type: none"> → Demonstrate a commitment to continually improving health, safety and wellness performance and continually contribute to maintaining safety.
Continuous Improvement:	<ul style="list-style-type: none"> → Seek out ways to continuously improve and 'own the experience' by taking ownership and responsibility, working around challenges and making great happen. → Participate enthusiastically and positively in improvement initiatives.
Statutory / Compliance Responsibilities:	<ul style="list-style-type: none"> → Safeguard Enable from legal/reputation risk by complying with all relevant statutory, regulatory, contractual and legal requirements and standards. → Comply with all of Enable's requirements and policies including all internal controls and delegated authority rules.
Person Specification	
Formal Education	<ul style="list-style-type: none"> → A relevant tertiary education

	<ul style="list-style-type: none"> → 2 to 5 years' experience in Testing (Integration, System and UAT testing of multi component ICT environments)
<p>Specialist Training and Experience</p>	<ul style="list-style-type: none"> → Experience working as a Technical Test Engineer across a range of architectures (e.g. API testing, UI testing, integration and performance testing) → Proven ability to create test suites on various platforms e.g. Selenium, Postman, , Azure DevOps → Experience with code version control using Git → Able to code in a variety of programming languages e.g. Python, JavaScript and knowledge of SQL e.g. MS SQL, PostgreSQL → Experience and knowledge of building and working in a CI/CD environment across multiple platforms would be advantageous → Knowledge in Docker will be advantageous → Experience in Kanban will be advantageous → Experience in Azure DevOps for test execution reporting and defect tracking will be advantageous → Experience in dealing with testing and reporting of results and liaising with vendors
<p>Specific Knowledge, Skills and Attributes</p>	<ul style="list-style-type: none"> → Demonstrated thought and people leadership skills → Demonstrated skill to advocate quality outcomes → Facilitate internal and partner relationships to ensure effective and aligned outcomes for both end users and the business → Can communicate complex technical issues to non-technical stakeholders → Have general industry knowledge of technology and of relevant, latest trends → Methodical and analytical in thought processes and can identify gaps between where we are and where we need to be. → Strong attention to detail → Flexible and adaptable to new technology, and new ways of working where required → Willing to be cross functional for work outside of test engineering, with guidance, if there is need for it → Innovative problem solver with focus on continuous improvement → Can undertake complex analysis and problem solving in relation to software engineering