Class

Position Description

Job title: Test Manager

Reports to: Head of Engineering

Positions reporting to this role: 6-7

Role

Class succeeds when we ship new features and products that delight our customers.

Working collectively with the Product Managers and Developers, the Class test team is an integral part of our agile teams ensuring that be building quality into everything we do. To achieve our goal we want to be an industry leader in test, using the latest approaches in test automation to ensure we have high confidence in delivering features with great quality.

Are you a passionate leader in testing looking for an opportunity to build a showcase test automation practice? Join us and be part of building great products that our customer love!

The right candidate will have

- Expert knowledge in test automation approaches and techniques with a track record of successful product delivery
- Experience leading a team through a change transformation process to automated testing
- A pioneering attitude to continually improve the effectiveness of our software testing
- Experience testing highly complex systems
- Ability to asses and understand the current team ability & maturity and business drivers
- Skills to effectively create and execute a test strategy and change management plan
- A background in development with coding skills to build automation frameworks
- In-depth knowledge of test data management approaches
- Proven success in designing, developing and maintaining automated tests including Unit, Service, E2E Integration and UI Experience in building effective regression suites and non-functional testing
- Strong opinions on how the testing practice should operate balanced with an open and inclusive style
- Decisiveness and accountability
- Curiosity, desire to learn and adapt

Position Expectations

- Report directly to the Head of Engineering
- Define the overall test strategy for Class

- Execute the test strategy by defining automation practices, mentoring the team and ensuring that the right things get done.
- Lead, mentor, upskill and grow a team of test analysts
- Ensure that the team has the right people and skills to accomplish test objectives
- Define a change management plan to transform the current test team and practices in line with the expected strategic outcomes
- Execute change management program with minimal business impact & disruption
- Collect, report and gain insights on software quality
- Continuously review and improve software testing
- Deeply understand the business domain and how our customers use our products to optimize testing

Success Measures

- In 3 months, you will have a good understanding of the maturity of current testing team's practices and skills and developed a test strategy to deliver high-quality software using automated testing techniques. You will have defined a change management plan to transform the testing team to adopt test automation as the default testing approach.
- In 6 months, you will have built any required frameworks, automated regression testing and have a team of testers effectively writing automated tests. Your resourcing model will scale so that testing is not a bottleneck to delivery
- In 12 months, you will deeply understand the business domain and product. Manual testing will only used for exploratory testing, everything else will be automated, easily maintainable and giving timely feedback on software quality