

TESTER

Job Description

CASTLEPOINT SYSTEMS

Canberra, ACT
London, UK

Phone 1300 996 905
Email info@castlepoint.systems



TESTER JOB DESCRIPTION

Contents

Summary	3
Company background	3
Position Overview	4
Skills and Experience	5



Summary

Job Title	Tester
Job Type	Part-time; ongoing or casual role; flexible work hours
Location	Bruce office in Canberra, provision for remote work
Reports to	General Manager Product
Remuneration	\$75,000.00 to \$90,000.00 per annum pro rata

Company background

Castlepoint is a disruptive solution that provides command, control, and compliance over all information, in every system, through a single pane of glass. Castlepoint reads, registers, classifies, and manages information from all systems in a network, using Artificial Intelligence.

Castlepoint Systems is dedicated to ensuring that our operations are conducted ethically, in accordance with applicable laws and best practices, and in the best interests of our clients, our community, and the environment. Our vision is to make the world a better place by changing the way organisations manage information, so that people, communities, and companies are safer and smarter.

We have committed to becoming an employer of choice, one that attracts likeminded, hardworking people through flexibility and other real, developmental benefits that improve the lives of our staff. We are a feminist company, and believe strongly in supporting men and women to take equal roles in the workplace and at home. We enforce pay equity, and pay superannuation throughout parental leave. We seek to employ people who represent community demographics, including younger and older people, indigenous people, migrants, people with a disability, and LGBTQIA+ people. We also provide a fantastic working environment, with meals provided, sit/stand desks for all staff, modern equipment, free parking, multiple work spaces (including outdoor), in a leafy and accessible central location.

To help ensure that our employees can enjoy a high standard of living, we pay above the market rate for their skills, qualifications, and experience level. We then invest heavily in our people with formal Development Plans, reviewed twice-yearly, committing to internal mentoring, paid training, and other development opportunities with a goal of continually increasing their marketability. As employee skills increase, we assign more responsibilities, and we then adjust their wages and titles upwards commensurately. We also support employees to develop skills and experience in areas not directly related to their roles if they have an interest in those types of development. We have a policy of salary transparency for all employees, including the Executive, to help combat unconscious bias and foster gender equality.

Castlepoint also supports our employees with an Employee Assistance Plan, and skilled HR professionals with experience in mental health and workplace cohesion. We support our staff to practice religious and cultural observance during work time using flexible working arrangements, and to be free of discrimination based on their beliefs. We encourage communication between all areas of the business, and provide regular updates from the executive team on company activities and initiatives. Our culture is genuinely supportive, and employee satisfaction is extremely high.



Position Overview

Primary purpose of the position

The Tester role is the last line between the development and engineering teams and the end user, and can see the world both through the eyes of the technologists and the eyes of the business. In this role, you will use both manual and automated testing techniques to run comprehensive test cases, and provide detailed reports on test outcomes. You will be able to communicate clearly and fluidly with the business and technical teams to understand requirements and expected behaviour, and will have incredible attention to detail.

In this role, you will design, develop, maintain, execute, and review manual and automated test scripts, and use formal testing techniques, to ensure our high standards of quality are maintained.

Our product is an AI solution, using microservices in a containerized, highly available architecture, both on premises and in the cloud. You will ideally have exposure to our key technology stack, including Linux, Docker/containers, public cloud, Microsoft C#, JavaScript, Python, JQuery, VueJS, and MongoDB/NoSQL. Your most important skillset, however, will be writing comprehensive and repeatable test cases, and testing thoroughly and efficiently.

You will liaise with internal and external stakeholders, including partners, clients, and our University research and development partners. You will have an open and friendly communication style, be highly professional, and stakeholders will find you to be reliable, responsive, and organized.

Key Challenges

The company is growing extremely quickly, and demand from new clients and partners is very high. New implementations are frequent, and clients rely on the system for many key business activities. As clients start using the software in more and more areas of their organisation, new use cases arise, and new features are added to the pipeline. It's vital that the solution is reliable and stable, but it is also critical to keep supporting clients with new features as quickly as they can be added.

This means that the working environment is busy, with competing demands. It is vital to have a strong grasp of time and resource management, a proactive communication style, and great organization skills.

Ideally, you will have some government experience, and a security clearance at Baseline or above. This is not an essential requirement, but a large proportion of our client base is Federal Government. It will help to have some experience working with this type of customer, and within its constraints.

Duties and Responsibilities

Responsibility	Breakdown of Tasks	Outcomes/Measures
Test cases 40% time/effort	Designing test cases and test scenarios based on requirements and user stories	Test cases are comprehensive Test cases are up to date



Responsibility	Breakdown of Tasks	Outcomes/Measures
Testing 15% time/effort	Test against the approved test cases, and produce documentation.	Functional/non-functional testing standards are met Reporting is accurate and timely
Automation 30% time/effort	Developing and maintaining test automation framework (Selenium, Vue JS, C#)	Automation standards are met
Change Control 5% time/effort	Working in an agile environment, and providing required inputs and outputs to the change process.	Engagement is frequent and collaborative Communications are timely
Test Data Management 10% time/effort	Identify test data and test environment requirements	Data sets are

Skills and Experience

Qualifications:

- Tertiary qualification relating to Computer Science or equivalent (**essential**)
- Test Engineer Certification (ISTQB Foundation Certificate) or equivalent (**desirable**)

Experience:

- 3 years previous experience in a similar role/industry (**essential**)
- Demonstrated testing experience within a software test environment (**essential**)
- Demonstrated experience in developing and maintaining test automation frameworks (**essential**)
- Experience in API testing (**desirable**)

Skills:

Knowledge, skills, and abilities	Essential	Desirable
Test case development and management	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Unit/system testing	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Regression testing	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Integration testing	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Test documentation and reporting	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Test automation design and implementation	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Defect tracking and reporting	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Experience with Azure DevOps	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Experience with FreshDesk or ZenDesk	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Intermediate to advanced Microsoft Office skills	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Excellent verbal and written communication	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Organised and able to meet deadlines	<input checked="" type="checkbox"/>	<input type="checkbox"/>