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| **Job Title:** | **Software Test Manager** | **Job Holder:** |  |
| **Division:** | Engineering | **Grade:** | PC |

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| **Job Purpose**To manage software testing activities in SEA, liaising with Project stakeholders, reporting up to Software Test Head of Discipline. The role involves working with project teams to develop and implement effective testing strategies to enable efficient and reliable delivery of software to satisfy the customers’ requirements.The successful candidate will be responsible for overseeing all software test activities and will be expected to contribute to integration and acceptance activities for software systems prior to delivery to customers. This could include managing hardware/software integration activities, close interaction with project schedules, and the preparation or review of test documentation. The role will also be responsible for managing test resourcing for projects.**Key Responsibilities*** Work with Software Test Head of Discipline to define and implement effective software Test and QA strategy.
* Writing software test documents and managing software test activities for technical solutions within the business
* Plan, manage, support and monitor the activities of the software test team
* Plan and manage the software test resource needs of the business, including contract staff as necessary
* Act as Line Manager for and mentor the members of the software test team ensuring that the team is maximising its performance and has the required support, tooling etc.
* Identify and support training and developmental opportunities for members of the software test team.
* Create and maintain a professional culture within the team, where individuals take ownership and are fastidious and proud of delivering excellence and quality.
* Providing guidance to project teams for best practices in software testing
* Providing meaningful software test metrics and progress reporting to projects
* Seek opportunities for continuous improvement in software test methodologies such as Test Automation.

**Essential Experience:*** Test Management experience.
* Line Management experience.
* A sound understanding of the principles of Software Testing.
* An understanding of the Software Development Lifecycle and the role of Testing within it.
* An understanding of Agile Software Development
* Excellent attention to detail
* Excellent communication skills

**Desirable Experience*** Relevant ISTQB Qualification
* Testing software on hardware devices.
* Experience with Test tooling - Jira, Zephyr, SpiraTest
* Experience of using Gherkin, Cucumber, and Visual Studio.
* Experience with Software Tooling – GitLab, Jira.
* Formal Acceptance test activities (FAT, SAT etc.)
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| **Operational Standards and Objectives:*** Comply with the provisions of Health and Safety legislation to assist in the maintenance of a safe workplace.
* Comply with all Security protocols as defined by SEA’s security policy
* Act in a professional manner to project a positive and successful corporate image in accordance with SEA values.
* Work is to comply with the Business Management System and the Company Quality System as applied through Project Management and Quality Plans.
* All inputs and deliverables to be in line with agreed formats and schedules.
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| Training & Development* As part of on-going personal development, identify relevant technical development activities and training that would be of benefit.
* Undertake agreed training and apply knowledge gained to day-to-day work.
* Each employee is assigned a Head of Discipline that will guide and help with career and professional development.
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| Reporting LineThe job holder will report to Software Test Head of Discipline |
| Job LocationThe role could be located in any of SEA’s offices.The job holder may also be required to travel for regular meetings with project stakeholders, management, customers, and external contractors.  |