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*Resides in Denver, CO*

**Marcus Bates**

JavaScript | Cypress | Jest | WDIO | Python | PyTest | Requests | MongoDB | SQL | Postman | Appium | Cucumber | Github | Gitlab | Selenium WebDriver | SauceLabs | BrowserStack | Jira | Trello | Shortcut | Testrail | SAFE | Scrum |

**SUMMARY**Denver based, I love M&M’s and all things outdoors. Also a passionate QA Automation Engineer with over a decade of hands-on experience, known for building robust testing frameworks and elevating quality practices in everything from startups to Fortune 500 companies. I’ve led projects that cut costs, sped up processes, and ensured high-quality products across web and mobile platforms. Skilled in JavaScript, WebDriverIO, Cypress, and Appium, I work closely with DevOps and engineering teams to integrate testing into CI/CD pipelines smoothly. Along the way, I’ve had the chance to mentor junior engineers, establish best practices, and even contribute to a successful IPO.

**EXPERIENCE**

**Nutrien Ag Solutions**

**Lead QA Automation Engineer**

**2023-2024**

* Technical lead for *Shared Services* team which governed the automated testing practices for 28 engineers on 10 different teams using recurring meetings & technical documentation for OneHub platform for a $46B/yr company (SAFE)
* Rewrote testing framework to enable a single test script to drive cross platform testing for Web, iOS, & Android using a shared code base (Webdriver IO | Appium | Cucumber | React Native | React.js)
* Monitored & automated Logs during test runs (AWS CloudFront)
* Wrote test scripts for React.js & React Native applications using containerized or locally run apps (Expo connected to cloud deployed backends)
* Reduced execution & maintenance costs by reducing lines of code by 65% for the cross platform app testing framework (WebDriverIO | Cucumber)
* Partnered with DevOps to create automated test checkpoints in the CI/CD process to prevent builds with known bugs from being promoted (Jenkins | AWS BrowserStack)
* Maintained data feeds to analytics dashboards to indicate the health, completeness, & testing for scheduled releases (AWS Cloudwatch | Browserstack Observability | Jira)

**Think Alpha Technologies**

**Lead QA Automation Engineer**

**2022-2023**

* Sole QA expert for a lean & mean startup team of self-sufficient developers providing guidance for E2E & Component testing (Cypress)
* Implemented an E2E & Component testing framework for use by developers (Cypress)
* Led design & planning of front end test methods & technologies (Agile | Risk & Context Based Testing)
* Trained & supported UI developers on testing frameworks & testing methodology (Jest | React | Cypess)
* Contributed test coverage & participated in code reviews of test code (Testrail)
* Setup / maintained / analyzed metrics from Cypress dashboard for testing inefficiencies (Cypress | AWS)

**Guild Education**

**Senior Software Engineer, Quality Engineering | Manager in Training**

**2021-2022**

* Manager in Training with 3 direct reports
* Led / participated in numerous governance committees including the *Architecture & Governance Committee* for all of engineering
* Designed / implemented / wrote test automation frameworks (Python | Node.js | Microservices | AWS | Postman| PyTest | Jest)
* Monitored / interrogated Logs during test runs to catch issues during testing or in production (AWS CloudFront | DataDog )
* Performed exploratory testing or wrote automated tests scripts for microservices (AWS CDK | Python | Node.js)
* Created & worked with team members to implement a testing strategy that increased transparency & ensured functionality
* Interviewed over 50 candidates & participated in creation of the hiring process
* Technical supervisor of a pillar consisting of 4 teams
* Worked heavily with Lambda hosted microservices (AWS Python CDK)

**Riffyn**

**Software Developer Engineering in Test**

**2019-2021**

* Led the test automation transformation from Webdriver IO to Cypress
* Rewrote dockerized Webdriver IO test to Cypress & ran them in a CI/CD pipeline (Jenkins | AWS)
* Monitored / interrogated Logs during test runs to catch issues during testing or in production (DataDog)
* Enhanced test enablement through writing a test automation framework that spun up a local instance of the kubernetes system using minikube
* Trained & provided daily support of front-end developers using Cypress to test their front end code
* Sought out, interviewed, & hired another automation engineer to help with Cypress & other automation work
* Focused on reducing barriers to testing
* Led an offshore resource helping with conversion of Webdriver IO into Cypress
* Worked with Scientists/Customers to understand real world usage of the software

**Charter Communications**

**Senior Software Quality Assurance Engineer**

**2019(6 month contract)**

* Leading contributor of E2E tests for a customer facing cell phone activation portal that covered every single new feature being developed (Webdriver IO)
* Translated automated tests into collaborative framework with stakeholders ( Webdriver IO | Cucumber)
* Authored & executed manual & automated test cases serving as release train engineer (Testrails | Git)
* Participated in Agile QA, LEAN workshops & various agile planning ceremonies
* Worked with other teams to reuse consumable packages of software testing tools (NPM | Node)
* Participated in code reviews

**myStrength, Inc**

**Senior Quality Assurance Engineer**

**2016-2019**

* Contributed to the success of an early-stage startup, which achieved rapid growth and completed a successful IPO within two and a half years
* Sole QA subject matter expert at the company for the first 2 years responsible for establishing testing practices for a budding startup, includes hiring & onboarding to grow QA department
* Designed & implemented automated API & UI test framework for a cross platform mobile app (Postman | Xamarin | C# | .net | AWS)
* Manually tested every new feature being implemented during app redesign (Testrail)
* Wrote Manual / automated test scripts for a Web app, a native cross platform mobile application, a REST data API used by numerous backend data partners like Aetna & Humana (Angular | Postman | Xamarin)

**FoodServiceWarhouse.com**

**Software Quality Assurance Engineer**

**2015-2016**

* Wrote automated tests for an existing Grid framework that was managed & run locally that tested a $150M/yr E-commerce platform (Selenium | Webdriver)
* Authored & executed manual & automated test cases
* Designed, implemented, & maintained UI automation framework for >20 micro web apps (Selenium GRID | Webdriver)
* Created & maintained test framework for the APIs connected to Mongo & SQL databases powering a high volume E-Commerce Website (AWS | Jenkins | Postman)
* Served as lead test engineer for all hands cross-org testing initiatives
* Evangelized the *Automation Guild* which established & shared automated testing practices at the company

**Intermap Technologies**

**QA Analyst | Team Lead**

**2014-2015**

* Led a 5 person off-shore manual testing team with regular training sessions covering skills from quality methodology to using backend services to isolate defects
* Authored & executed manual & automated test cases including writing tests in Selenium IDE to automate test scripts (Selenium)
* Contributed in the planning-grooming of the backlog meetings (Microsoft Team Foundation Server)
* Received goals from management & translated them into team goals
* Hosted product demos, produced user requirements from User Acceptance Testing