

<b>Competency Name:</b>	Test Management				
<b>Broad Definition:</b>	This competency refers to the ability of the associate to manage the testing activities of a project				
<b>Criteria</b>	<b>E0</b>	<b>E1</b>	<b>E2</b>	<b>E3</b>	<b>E4</b>
<b>I Criteria for defining proficiency vis-à-vis knowledge &amp; skills</b>					
<b>1. Precondition</b> [Expressed as a prerequisite - in terms of academic qualification AND / OR industry experience (whichever is applicable) AND / OR relevant knowledge in any other competency]	Should have - E0 in Testing Concepts-Process-Methodology  Should have worked as a module/project leader in at least one project	Should have - E1 in Testing Concepts-Process-Methodology  Should satisfy all conditions of the previous level	Should have - E2 in Testing Concepts-Process-Methodology E1 in project management  Should satisfy all conditions of the previous level	Should have - E1 in any one test management tool like HP Quality Center, Compuware TestDirector, IBM Rational TestManager, etc  Should satisfy all	Should satisfy all conditions of the previous level
<b>2. Knowledge</b> [Expressed as Area of knowledge and not skill, includes knowledge of process, methodologies, concepts and tools]	Should have knowledge of - Test Strategy/Planning, Test Design and Test Execution - one Test Management tool	Should have knowledge of - QA processes - Test Scheduling - Maintaining traceability - Defect management - Progress tracking with a Test Management tool - Metrics Reporting	Should have knowledge of - Test automation - Performance testing - Tool administration - Testing process wrt different development methodologies - Testing effort estimation - Open Source Tool	Should have knowledge of Business Domain and any two of the following - Packaged application Testing - Product Testing - SoA Testing - Migration Testing  Should have knowledge of at least one set of testing tools of a vendor	Should have knowledge of test process assessment  Should have knowledge of multiple functional and non-functional testing testing tools including opensource tools  Should be aware of the current industry patterns wrt the testing and tools available in the market
<b>3. Experience</b> [Expressed as duration in months / years wrt exposure, including breadth & the depth of assignments; also beyond project experience]					

<b>3.1 Type of relevant experience</b> [Type of assignments/ areas /outcomes the professional has worked on; total time to be spent on each function]	Should have more than 3 years experience in IT and 1-12 months experience in testing	Should have more than 4 years experience in IT at least 1 year experience as a test lead  Should have prepared - Test Strategy/Plan - Level 3 plan - Progress reports/metrics	Should have more than 5 years experience in IT and at least 2 years experience as test lead/manager for an E2E implementation project  Should have prepared Test Strategy/Plan for (minimum two) - Regression testing - Automation Testing - Performance Testing - Risk Based Testing - Generic Testing  Should have delivered the artifacts using testing tools	Should have more than 6 years experience in IT and at least 3 years experience as a test lead/manager for independent testing projects  Should have done at least one test process/strategy consulting  Should have handled at least 2 customer presentations in testing	Should have more than 8 years experience in IT and at least 5 years experience as a test lead/manager for independent testing projects or test center  Should have done at least 3 test process/strategy/automation consulting
<b>3.2 Beyond project development experience</b> [Includes (1) Relevant interdepartmental activities 2) Involvement in corporate initiatives]	N/A	N/A	Should have done EQA of testing deliverables on at least two projects.	Should have contributed to/anchored solution for one or more customers	Should have owned and deployed at least two testing services proposal
<b>4. Asset Creation</b> [Expressed as any reusable and deployable assets created in the knowledge management system of the organization]					
<b>4.1 Process frameworks defined</b> [Articulated as the process improvement designed OR a new process framework designed]	N/A	N/A	N/A	Should have contributed to at least 2-3 projects with best practices, templates and test assets	Should have contributed to a solution enabler

<b>4.2 Tool creation</b> [Expressed as a system or function tool designed OR created towards improving business delivery / learning]	N/A	N/A	N/A	N/A	N/A
<b>4.3 Reusable &amp; deployable assets created</b> [Expressed as reusable and deployable assets created (like those in Mighty & Knowmax)]	N/A	N/A	Should have contributed at least 1 best practices or 1 reusable testing assets or customised test artifact template	Should have contributed at least 3 best practices or 3 reusable testing assets	Should have contributed at least 5 best practices or 5 reusable testing assets
<b>AND/ OR</b>					
<b>No. of training material created</b> [Expressed as the number of relevant training material created towards development of a particular body of knowledge or skill]	N/A	N/A	Should have created/updated minimum one training material wrt testing	Should have conducted at least one training on Test Management	Should have trained at least 100 associates on Test Management
<b>5. Industry contribution</b> [Expressed as the contributions made to the industry. This criteria should be measured by mechanisms for e.g.: TCS GEMS]					
<b>5.1 Recognized by Peers</b> [Expressed as the recognition given by the peer community and should be measured by appropriate mechanism such as TCS GEMS]	N/A	N/A	N/A	Should be acknowledged by peers as knowledgeable in Test Management based on Appreciation Notes or through responses to queries on forums like Knowmax and JustAsk	
<b>AND/ OR</b>					

<b>Recognized by a Parent Body</b> [Expressed as the contribution recognized by a renowned and recognized parent body]	N/A	N/A	N/A	N/A	N/A
<b>AND/ OR</b>					
<b>5.1 Invited as Speakers</b> [Expressed as recognition from an external body when it extends an invitation to the speaker to address a recognized forum]	N/A	N/A	N/A	Should have published at least 1 paper related to test management in international testing forums	Should have presented at least 1 paper on test management at international conferences/testing forums
<b>II Assessment / Evaluation Methodology vis-à-vis Proficiency Level</b>					
<b>1. Certification</b> [Expressed as achievement of external programs - certifying a part of the proficiency level, Achievement of internal programs - internal trainings attended]	Should have attended the internal Test Management training	Should have cleared the ISTQB foundation/ CSTE/CSQA certification	Should have cleared the ISTQB advanced certification OR CSTM certification	Should have cleared any test management tool certification e.g. HP Quality Center, Rational Test Manager, Borland SilkCentral	
<b>2. Evaluation Test</b> [Expressed as the assessment mechanism used to assess the individual for having achieved the said proficiency level. (for eg., Type of tests for each proficiency should be defined-like for E0 level it can be only self assessment, for E1 it can be panel review etc)]	Should have completed the following:  Self assessment and Learning object.	Should have completed the following  Self assessment Learning object	Should have completed the following  Self assessment Learning object and Supervisor Assessment	Should have completed the following  Self assessment Learning object Supervisor Assessment SME Assessment	Should have completed the following  Self assessment Learning object Supervisor Assessment SME Assessment

Version History					
<b>Project Details:</b>					
<b>Unit:</b> Foundation Services - Assurance					
<b>Parent Project- Technology Excellence Group</b>					
<b>Project Owner/GL- Name &amp; employee No :</b> Vijay Krishnamoorthy (170316)					
<b>Amendment History:</b>					
Version	Defined By	Approved By - Role & Group	Facilitated By	Date	Remarks
Version 1	Janaki Ballava Mishra Assurance Group	Vijay Shankar Krishnamoorthy (170316) Technology Excellence Group  Siva Ganesan (68675) Assurance Services Unit	Lopa Saigal (601661) Role & Competency Management Group	3rd Nov, 2009	

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