**Summary**

We are looking for Senior Test Engineers who would like to be part of a team delivering real value to people that need help during the difficult times of their lives. You will be part of creating the Governments flagship welfare reform programme, that will change the face of public services and have the potential to dramatically transform the future of millions of people.  
  
Our teams work on projects that impact one of the most vulnerable user groups in society. We’re looking for people who are as motivated by that unique purpose as we are, and who have the skills we need to deliver against a really challenging, important agenda.  
  
This is an exciting opportunity to use your digital skills to help improve the lives of millions of people. At DWP Digital we’re building a reputation for pushing the digital agenda. This means you’ll have plenty of opportunities and challenging work to develop expertise, skills and your career.  
  
As a Senior Test Engineer you will help build and assure applications used by DWP staff and claimants. You will be part of a multi-functional agile delivery team and be an integral part of designing and building automated test solutions that enable the department to deliver quality services consistently that meet the needs of our agents and claimants. The successful candidate will be expected to collaborate with others, actively seek input from colleagues and value a multidisciplinary team over hierarchy. You will provide support to other members of the team and help build a re-usable strategy for assuring the quality of the services that the department delivers.

**Job description**

Senior Test engineers build automation test solutions that help to assure the quality of products that make up DWPs digital services and contribute towards their design.  
  
You are responsible for testing all areas of the products including but not limited to functional, business requirements, performance, security and accessibility.  
  
You will work alongside other engineers both within the teams around you and the wider community to deliver consistent solutions and strategies.  
  
You will be willing to challenge current processes and help improve the ways of working, as well as identify tooling that will drive innovation and constant improvement of both testing and products.

**Responsibilities**

The roles and responsibilities for this role include, but are not restricted to the following:  
  
• You will be building and delivering comprehensive, robust and reliable automated test frameworks and automation suites to provide full coverage of business requirements.  
  
• Take responsible for designing, building and maintaining an effective test infrastructure.  
  
• Develop and maintain knowledge of the latest technical test tools and where it would be beneficial to apply them.  
  
• Undertake reviews of the test suite and update the code base to reflect current best practices and reduce technical debt.  
  
• Regularly communicating with other teams and share technical resources, knowledge and lessons learned.  
  
• You will ensure that usability, accessibility, security, stability and capacity are embedded in the development of citizen services.  
  
• Undertake the design, and build the technical setup and working methods for continuous integration, delivery and deployment practices.

**Technical skills**

We'll assess you against these technical skills during the selection process:

* Development of automated test suites
* Continuous Integration
* Test tool selection/application
* Agile & Lean Practices
* Non-Functional Testing
* Test Analysis

Benefits

• Learning and development tailored to your role.  
• An environment with flexible working options.  
• A culture encouraging inclusion and diversity.  
• An employer pension contribution of up to 27%.  
• A generous annual leave allowance.

**Stage 1: Application**

 A Personal Details application form.  
  
2. Your employment history detailing your responsibilities, skills, accomplishments, plus your qualifications and relevant training. Please copy this information into the box field provided.  
  
3. Personal statement in no more than 1250 words.  
  
When giving details in your employment history and personal statement you should highlight your experience working with the essential criteria below:  
  
• Experience of working in a complex, multi-disciplinary environment, delivering products within specific time-scales and engaging with multiple senior Stakeholders.  
  
• Agile Methodologies - with experience of BDD (behaviour driven development) and TDD (test driven development) processes, and an understanding of the key principles to develop a modern standards approach to testing.  
  
• Experience in the development of automated test suites and tools including Java, Selenium v3.14.1+, Cucumber , Jenkins v2.11+, SOAP/REST Webservices/API testing.  
  
• Experience of Continuous Integration and Continuous Delivery – Methodology and tools (i.e. GIT, Gitlab CI).  
  
• An understanding of the following test phases and standards associated to:

Performance Test – Artillery/LoadRunner/Postman/Jmeter

Accessibility Test – Perfecto/WAVE/JAWS/

Security Test – BurpSuite/Nessus/Nmap/WhatWeb/

Compatibility Test – BrowserStack/SauceLab/ Cross Browser Testing/BroswerShots

The sift panel will use the information in your employment history and personal statement to assess your experience, skills and knowledge against the essential criteria above.  
  
For Hints and Tips on completing your application visit our blog [Getting Hired at DWP Digital .](https://careers.dwp.gov.uk/getting-hired-at-dwp-digital/)  
  
Applications will be sifted at regular intervals from the date the posts are advertised. Please apply as soon as you can, do not wait until the end of the campaign.

**Stage 2: Telephone Interview**  
  
If you're successful at sift you will be invited to a short telephone interview (10 - 15 minutes), where you will be assessed against the following criteria:  
  
• Experience of Test and Automation.  
  
**Stage 3: Interview**  
  
If you’re successful at sift stage you will be invited to a video interview via Microsoft Teams. There, you will be assessed against the following Technical Skills:  
  
• Development of automated test suites  
  
• Continuous Integration  
  
• Test tool selection/application  
  
• Agile & Lean Practices - Has had experience in applying Agile principles in practice. Able to provide a clear, open and transparent framework in which teams can deliver. Has an awareness of Agile tools and is starting to use them intelligently. Able to visualise and make visible the work of the team. Can adapt and reflect, is resilient and has the ability to see outside of the process.  
  
• Non-Functional Testing - Able to design and execute non-functional test cases using standard testing techniques, in instructed environments. Able to come up with different business scenarios for a feature, working with others in the team.  
  
• Test Analysis - Able to identify simple patterns and trends. Investigates problems and opportunities in existing processes and contributes to recommending solutions to these. Works with stakeholders to identify objectives and potential benefits available.  
  
Interviews will take place from December and will be ongoing throughout the duration of the advert, so do not hesitate to submit your application.  
  
Throughout the whole recruitment process – application, telephone interview and interview – the accuracy and clarity of your communication will be assessed.  
  
Sift and Interview dates to be confirmed.