



Job Purpose

Having quick turnaround and increased test coverage is the need of the hour; hence the increased emphasis on automation testing across projects. Publicis.Sapient is looking for automation experts who in addition to the expertise in the tools and techniques also have the knack to understand the business needs, ROI and accordingly create the automation strategy. Assures consistent quality of Software Applications production by developing and enforcing robust Automated Software QA strategy, practices, and processes, providing documentation and managing people. They collaborate the with the project, business and (QA) teams, to develop detailed automated scripts, test frameworks to make the overall system more effective and efficient for our clients.

Responsible for the overall quality of the project through effective QA leadership and management to ensure that all deliverables in terms of time, price and quality are met.

This individual must have a proven track record of success building, leading, and managing a functional and technical QA team with a strong sense of quality ownership. This is a hands-on job that requires strategic thinking and planning to provide leadership and expertise throughout the entire QA lifecycle, ensuring the success of the team's manual and automation efforts in an agile working environment.

Experience Required- 4-8 years

Role Name- Senior Quality Engineer - Selenium

Education- Full-time Bachelor's /Master's degree (Science or Engineering preferred)

Role Requirements

Technical skills:

Must Haves

- Experience with QA for distributed, highly scalable systems
- Good understanding of OOPS concepts and strong programming skills in Java
- Hands on experience of working with at least one of GUI based test automation tools for desktop and/or mobile automation using Selenium. Experience on other tools will be added advantage
- Proficient in writing SQL queries
- Familiarity with process of test automation tool selection & test approach
- Experience in designing and development of automation framework and creation of scripts using best industry practices such as Page object model
- Integrate test suites into the test management system and custom test harnesses
- Familiar with implementation of design patterns, modularization, and user libraries for framework creation

Preferred *(Mostly for people being hired at the Senior Associate Career Stage)*

- Possess domain knowledge to identify issues across those domains, understand their impact, and drive resolution [(familiar / expert in domains like retail banking, automobile, insurance, betting, food-markets, hotel industry, healthcare)]
- Used /Exposure to automation tool for automating mobile applications.
- Experience with web service / API test automation using tools like SoapUI, RestAssured
- Experience in the modern agile practices such as BDD/Cucumber, DevOps
- To setup test environment for execution on cloud environments such as Sauce labs, browser stack
- Working experience on unit testing tools, CI and Build tools such as TestNG, Junit Jenkins, Maven, Gradle etc.
- Knowledge of new tools (open source & licensed) in the automation world and have the knack to explore them and keep abreast with the latest tools in the market
- Expertise in creating test automation frameworks, implementing and maintaining them on a project Experience in the modern agile practices such as BDD/Cucumber , Devops

Test Management:

Must Haves

- Able to estimate for low and medium complexity applications and have used at least one of the estimation techniques.
- Able to handle/oversight a small team ranging from 2 -5 people and can guide them during the complete SDLC cycle starting from test case creation till test closure activities
- Well-versed with the most of the activities in defect management process, can define/enhance the defect documentation and TAR lifecycle process independently
- Have expertise to enforce/adhere defect or other processes in the team

Preferred *(Mostly for people being hired at the Senior Associate Career Stage)*

- Mentored or coached at least one person
- Can define Automation Test strategy and test plan for low and medium complexity applications taking into account the business needs, ROI etc.
- Able to maintain and report test coverage matrix
- Able to identify device coverage for the application in question.
- Can devise regression testing approach

Soft Skills:

- Possess excellent Communication skills (written, verbal both formal & informal)
- Helps to create a positive, collaborative working environment for the team.
- Quick grasping and flexibility to adapt to new technologies/processes
- Ability to multi-task under pressure and work independently with minimal supervision. i.e. Ability to prioritize when under pressure
- Efficiently makes tough decisions and communicates them effectively.
- Independently manages operational level client meetings. Develops strong relationships with appropriate client stakeholders. Acts as the primary POC/facilitator for planned (regular) client meetings. Manages peer-level client relationships (expectations, communications, negotiations, escalation, feedback, etc.)

About Us:

Publicis.Sapient, the digital business transformation hub of Publicis Groupe, helps clients drive growth and efficiency and evolve the ways they work, in a world where consumer behavior and technology are catalyzing social and commercial changes at an unprecedented pace. With 17,000 people and over 100 offices around the globe, our expertise spanning technology, data sciences, consulting and creative, combined with our culture of innovation, enables us to deliver on complex transformation initiatives that accelerate our clients' businesses through creating the products and services their customers expect.