

How we hired a senior tester in the time when everybody else is hiring too.

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#28 Test Meetup Zagreb



We simplify field work.



Search for a senior QA engineer

- Few months of searching for a new QA team member are finally behind us
- Many job ads, many job interviews, many candidates in the pool...
- Problem? Specific knowledge required (rich experience in manual and automated testing, coding skills, communication skills, experienced testers mind)
- Opportunities from other companies made this search even more challenging
- Have we found who we were looking for? **NO!**
- Best candidate approached us on 27# Festival Meetup!



What have we learned from this?

- Use every possible way to promote what you are doing (Facebook, LinkedIn, Blogs, Job ads...)
- Use every possible platform to meet new people (Meetups, conferences, hang out with other companies and testers)
- Learn from others, because they will take over best people



Latest trends in QA

Global trends in 2017

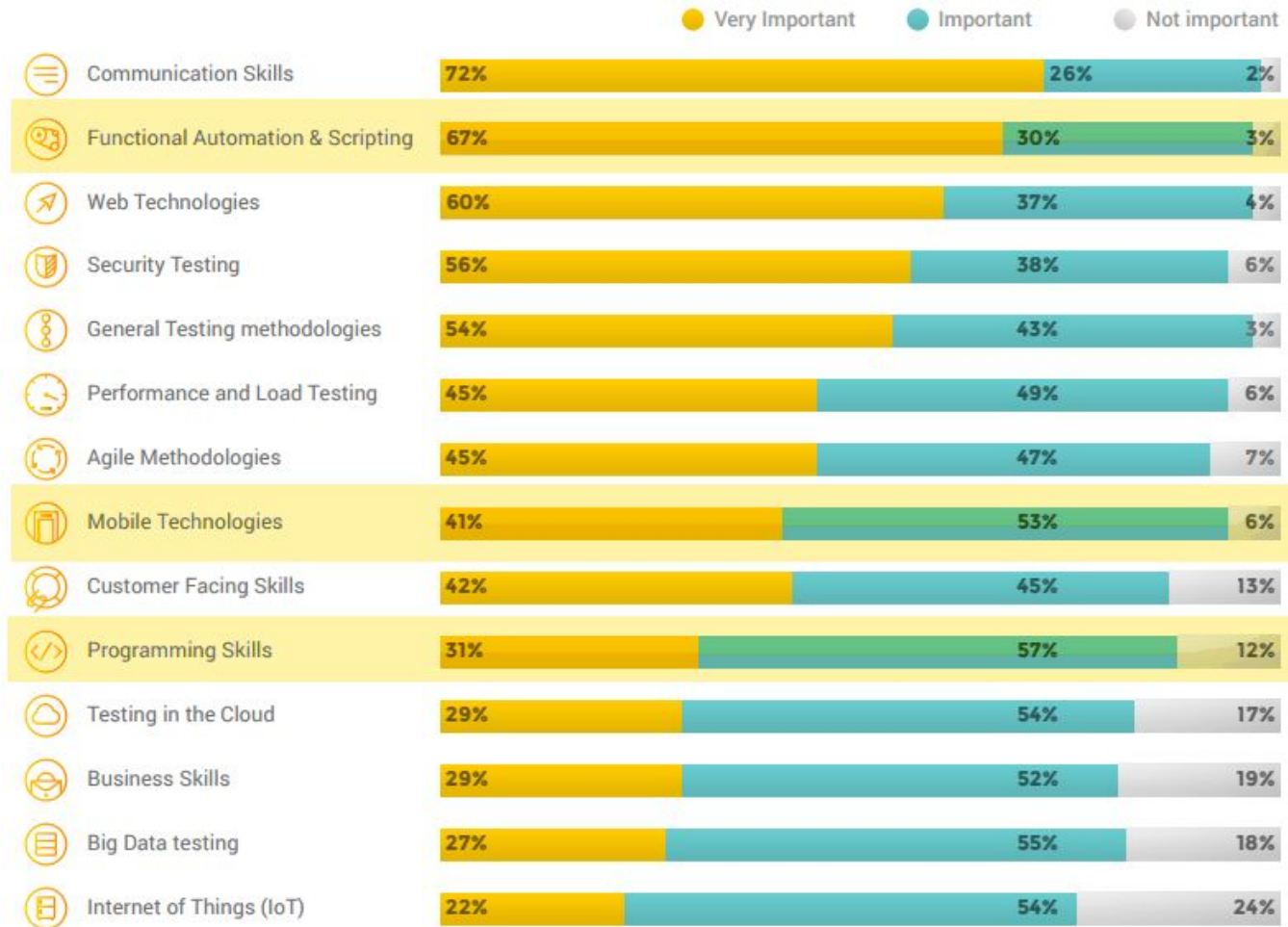
- Software solutions nowadays are cloud based
- No One can afford to have lousy solution because word of mouth and reviews make a difference
- Quality assurance has become incredibly important for everyone
- Pace of software development pushes towards test automation and continuous delivery
- Good times for testers... but VERY CHALLENGING times!



State of testing annual report 2017 (by PractiTest)



... new skills required



... jump in salaries

	> 1 year	1-2 years	2-5 years	5-10 years	10+ years
Africa	NA*	\$5 000	\$28 000	\$37 000	NA*
Asia	NA*	\$9 000	\$18 000	\$36 000	\$44 000
China	NA*	NA*	\$12 000	\$22 000	NA*
India	\$10 000	\$11 000	\$22 000	\$28 000	\$37 000
Latin America	NA*	\$11 000	\$16 000	\$27 000	\$57 000
East Europe / Russia	\$9 000	\$15 000	\$21 000	\$33 000	\$71 000
Western Europe	\$26 000	\$28 000	\$41 000	\$47 000	\$78 000
Middle East	NA*	NA*	\$38 000	\$97 000	\$99 000
Australia / NZ	NA*	\$40 000	\$46 000	\$105 000	\$123 000
USA / Canada	\$25 000	\$67 000	\$90 000	\$107 000	\$125 000

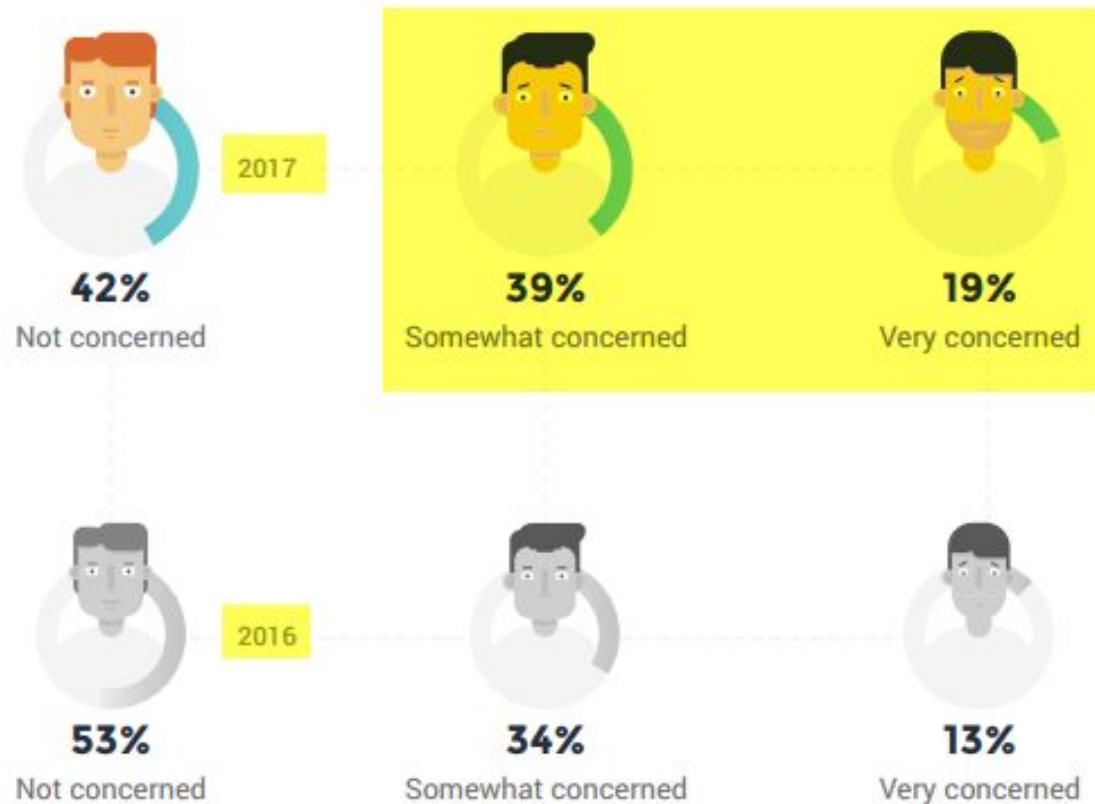
* Salaries in thousands of USD and include bonus and perks if any.

* NA - not enough information to provide meaningful information.

... non-formal education



Are testers concerned about their job position!?



Thank you!



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