

Job Title: Senior Associate – Selenium C#

Location: Gurgaon/Bangalore/Noida

Having quick turnaround and increased test coverage is the need of the hour; hence the increased emphasis on automation testing across projects. 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 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.

Do you have the following?

Technical skills: Must Haves-

- Participating in Agile Methodology includes Sprint Cycle, Daily Scrum Meeting, Effort Estimation Meeting, Review Meeting and Walkthrough discussions.
- Creating Framework for UI automation testing, Using Unknit, NuGet Package Manager, Central repository and Azure DevOps for CI/CD.
- Creating Framework for API test automation using POSTMAN and executed daily through Azure DevOps CI/CD pipeline and GitHub as Repo.
- Maintaining the Selenium & C# automation code and resources in source controls: Azure DevOps Pipeline and GIT Hub.
- Setting up pipeline and environment for load testing using J Meter.
- Developing and Maintaining Load test cases using JMeter. Sr.
- Understanding Business and Functional requirement document.
- Involved in functional testing, Regression Testing Exploratory Testing, Sanity & Smoke Testing.
- Preparing Traceability Matrix.
- Executing and fixing Automation test cases.
- Writing automation tests using C# and Selenium on BDD framework using Specflow.
- Logging defects using Defect Tracking Tools like VSTS(Azure 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 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 considering 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.)

Roles and Responsibilities-

About Publicis Sapien:

Publicis Sapien is a digital transformation partner helping established organizations get to their future, digitally enabled state, both in the way they work and the way they serve their customers. We help unlock value through a startup mindset and modern methods, fusing strategy, consulting and customer experience with agile engineering and problem-solving creativity. As digital pioneers with 20,000+ people and 53 offices around the globe, our experience spanning technology, data sciences, consulting and customer obsession combined with our culture of curiosity and relentlessness enables us to accelerate our clients' businesses through designing the products and services their customers truly value. Publicis Sapien is the digital business transformation hub of Publicis Groupe. For more information, visit publicissapien.com.