Position Title:	Senior Test Analyst (Systems & Solutions)
Functional Group:	Operations – Systems and Solutions Validation
Location:	Christchurch
Date:	October 2023

We go beyond for a safer world.

Background

Tait Communications is a global leader in designing and delivering critical communications solutions which are the right fit for a variety of industries including; public safety agencies, government services, utilities, extractive industries and urban transport providers. Across the world, users of Tait products and services are better able to protect themselves and the public, be more responsive and more productive.

While several corporate functions are based in Christchurch, New Zealand, the company prides itself on its international customer base and global support network. The company works with a network of sales offices, dealers, system integrators and consultants that spans the globe.

Customers the world over turn to Tait for developing products, migrating systems, customising features, configuring networks, training users, supporting engineers and deploying a full suite of installation services. Customers commit to Tait because its people have a proven track record of taking the time to listen, understand and act upon customer requirements.

Scope of Role

The Senior Test Analyst (Systems & Solutions) is a Testing leadership role that will drive System Testing of Tait's solutions for some of our leading Critical Communications customers.

This role will contribute hands on ,to augment Automated test coverage of complex solution architectures involving hardware products, micro-services and simulators.

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This role is also responsible for reviewing and critiquing test plans, test designs and all required input documents (e.g., User stories, project plan) and training others in contemporary Testing/QA methodologies.

The focus of the position is:
- Test planning & co-ordination across multiple internal & external Teams
- Creation & maintenance of Automated Testing frameworks
- Mentoring of peer Testers

Functional Outcomes

The position outcomes listed below describe the tasks which the Senior Test Analyst may be expected to carry out. This list is indicative of the role of the Senior Test Analyst and is not exhaustive. Specific objectives in alignment with these outcomes will be agreed between the incumbent, the Team Leader / Project Manager and/or the Technology Leader.
- Requirements capture.
- Requirements analysis and modelling.

- Review and/or inspection of requirements and other development documentation
- Test planning and co-ordination (potentially as lead tester of larger projects)
- Automated Test framework design, implementation and maintenance
- Critical examination of test and design solutions.
- Specification of integration plans.
- Negotiation of e.g.: test requirements, resource.
- Investigation and evaluation of design and test processes, test tools, - equipment and third-party components.
- Mentoring / advising / training of other engineers and testers in verification and validation methodologies.
- Demonstrating up-to-date knowledge in the discipline by contributions in technical discussions, writing technical papers/studies and delivering presentations as requested.
- Communication skills demonstrated by written contributions and verbal presentations.
- Leadership of the test effort by demonstration of innovation and depth of knowledge across a broad range of test and engineering activities within the discipline.
- Support of team by assisting other testers in their work, as shown by the others improving in their performance or skills already held, or by the others acquiring new skills, or by the increased rate of acquisition of new skills by the other testers/engineers in the team.
- Participation in formal review of his or her work and test results, and where appropriate, initiation and leadership of reviews / inspections.
- Documentation, review and maintenance of Tait's Verification and Validation Standards

Reporting Relationships

Reports to:	Systems and Solutions Validation Manager
Peers:	Wider testing team, other engineering teams, cross-functional project teams.

Person Specification

Technical/Professional

- At least 4 years of experience as a Technical Tester (preferably at the confluence of Microservices based Applications and Embedded Software/Products)
- Proven track record in design & implementation of Automated Test Frameworks to make sapient testing effective.
- Proven competency in an OOP language (Python preferred)
- Has experience and/or drive to mentor peer Testers and share knowledge across the Testing function.
- Proven experience in owning and driving improvement in Test processes.
- Practitioner experience with DevOps platforms like Gitlab will be an advantage.
- Tertiary qualification in a relevant field (Computer Science/Electronics or equivalent)

Relevant competencies

Planning

- Plans approach and systematically implements process
- Daily priorities are clearly in line with the overall plan
- Prepares in advance and produces schedules which ensure the maximum use of time
- Accurately forecasts future activity and opportunities
- Follows through to ensure things are completed.

Customer Focus

- Understands and forecasts customers' needs

- Ensures that Customers feel included and involved in the process, being proactive in keeping them up to date with the progress of their projects

- Responds positively to customers suggestions

- Emphasises the importance of customers

Problem Solving

- Uses past experience to solve problems

- Searches for relevant information, questioning people about problems

- Investigates issues to establish the cause, using observation and structured techniques to solve problems

- Uses data to keep things on an objective basis

- Calculates costs and evaluates profitability

- Presents a range of solutions and evaluates alternatives

- Takes time out to think about problems and possible solutions

- Comes up with, and is open to others suggestions for, new ways of doing and looking at things

- Reviews the progress and plans and gives consistent and accurate indications of resources and time required to completion

- Follows through and checks that things are done by the agreed dates

- Measures key aspects on the product to ensure the customer specification is met

Written Communication

- Thinks about the audience and what information they need

- Conveys a clear message through the accurate use of grammar and spelling

- Maintains accurate records of issues and progress

- Uses templates and other resources

- Methodically lays out all the steps and information required

Interpersonal Skills

- Able to establish and maintain rapport with individuals and team

- Adaptable and receptive to new ideas

- Willing and able to adjust to changing demands and circumstances

- Remains calm, objective and in control in stressful situations

- Maintains a stable performance under pressure

- Accepts criticism with an open and learning mindset

Self-Development

- Demonstrates ability to be self-directed and motivated

- Takes responsibility for own development

- Actively pursues learning and career development opportunities

- Seeks out and acts upon feedback on own performance

Process Improvement

- Continually monitors and reviews efficiency of business processes in own area

- Identifies any problems and proposes workable solutions

Occupational Safety and Health

All staff have an obligation to follow Tait policy and procedures. It is imperative that all employees actively participate in managing risks and hazards, reporting accidents, incidents and near accidents, and avoiding any action which may cause harm to yourself or others. This includes:

- Working in a safe manner to protect yourself, your fellow workers and all plant, property and equipment.
- Only operating equipment for which you have been trained and / or instructed in and hold appropriate authorisations for, or with specific supervision.
- Cooperating with all displayed rules, safety regulations, instructions, policies and procedures.
- Keeping your work area or equipment clean and tidy and maintaining a high level of housekeeping.
- Wearing appropriate personal protective equipment.
- Ensuring no acts or omissions while at work causes harm to yourself or any other person.
- Being familiar with all emergency equipment in your work area and all work-site emergency procedures.
- Not wilfully interfering with or misusing items or facilities provided in the interest of safety.
- Reporting all workplace illnesses, injuries and incidents as soon as possible using the reporting form and taking all reasonable action to eliminate their recurrence.
- Reporting any hazardous condition, situation or event.

Confidentiality of Information

During and after your period of employment you have an obligation to not disclose Tait technological or business information to any persons or organisations if it is not directly relevant to the tasks you are performing for Tait. If you are ever in doubt about any confidentiality issue, first get permission from your manager before you act.

You are also obliged to not use or allow the use of Tait proprietary information in original or adapted form for work in a field that competes with or prejudices the interests of Tait.

Tait retains the rights to the intellectual property that you develop. (These aspects are more fully described in Appendix Two of the Tait Core Conditions of Employment.)

Non-Limitation Clause

This job description is not intended to be a complete or limiting description of the functions that the employee may reasonably be requested to undertake.

I have read and understood the contents of this job description.

....
Signed (employee)   Date

.... (print name)

....
Signed (employer)   Date

.... (print name)