Role Profile: Tester

Attribute	Description
Creation Date	Feb 15, 2016
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Job or Role	Role
Company Name	Agile Competency Development
Job/Role Title	Tester
Job/Role Reference	Test1
Purpose and Scope	This role is to perform testing of software developed. The role includes the exercising of manual test scripts and the creation of manual and automated test scripts.
Key Accountabilities	This role is accountable for the strict completion of the manual test scripts presented. This role is accountable for the test effectiveness of the test scripts created.
Key Processes	Exercising manual test scripts against software under development. Writing manual test scripts from business requirements. Writing automated test scripts from business requirements.
Education requirements	High school graduation required. Degree preferred.
Qualification requirements	ISTQB or equivalent preferred
Other requirements	At least two years experience of software testing.

7	set strategy, inspire, mobilise
6	initiate/influence
5	ensure/advise
4	enable
3	apply
2	assist
1	follow

The SFIA-based Job Description Creator tool on the Assessment Portal has been used to identify the SFIA skills and other key characteristics of this Role. SFIA has been used in this Role Profile in 2 ways:

- To identify the level of responsibility and accountability, or seniority, required to perform this Role. This is done by looking at 4 key responsibility attributes - Autonomy, Influence, Complexity and Business Skills.
- To identify the core skills and levels required to perform this Role Profile

SFIA attainment scoring for both the level of responsibility AND professional skills is defined from level 1 through 7 as shown in the table.

Based on the answers provided the Tester Role has been assessed as requiring the following minimum level:

Level of responsibility and accountability: 2

Attribute	Level Description	Level Achieved	No.
Autonomy	Works under routine direction. Uses limited discretion in resolving issues or enquiries. Works without frequent reference to others.	Assist	2

Influence	Minimal influence. May work alone, or interact with immediate colleagues.	Follow	1
Complexity	Performs a range of work activities in varied environments. May contribute to routine issue resolution.	Assist	2
Business Skills	Understands and uses appropriate methods, tools and applications. Demonstrates a rational and organised approach to work. Identifies and negotiates own development opportunities. Has sufficient communication skills for effective dialogue with customers, suppliers and partners. Is able to work in a team. Is able to plan, schedule and monitor own work within short time horizons. Absorbs new information when it is presented systematically and applies it effectively.	Assist	2

Professional Skills

SFIA V6 describes 97 skills, each at several of the 7-levels. **4** skills at an individual level have been selected as most relevant for performance of this Role. These are shown below, along with an indication of whether they are essential or merely desirable.

LEGEND

🟩 = The skill at this level is essential (core) for the Role　　🟧 = The skill at this level is desirable (non-core) for the Role

Professional Skills Profile

Category	Sub Category	Code	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
Development and implementation	Systems development	TEST	🟩	🟩	🟩				
Development and implementation	Installation and integration	SINT		🟧					

The level descriptions shown below are those identified as essential/core (green) for this job/role. All level definitions are available on the SFIA website – www.sfia-online.org

Testing (TEST) Level 1

Executes given test scripts under supervision. Records results and reports issues. Develops an understanding of the role of testing within system development, as a tool for design improvement as well as a validation process.

Testing (TEST) Level 2

Defines test conditions for given requirements. Designs test cases and creates test scripts and supporting data, working to the specifications provided. Interprets, executes and records test cases in accordance with project test plans. Analyses and reports test activities and results. Identifies and reports issues and risks.

Testing (TEST) Level 3

Reviews requirements and specifications, and defines test conditions. Designs test cases and test scripts under own direction, mapping back to pre-determined criteria, recording and reporting outcomes. Analyses and reports test activities and results. Identifies and reports issues and risks associated with own work.