

Role Profile: Agile Test Lead

Attribute	Description
Creation Date	Feb 17, 2016
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Job or Role	Role
Company Name	Agile Competency Development
Job/Role Title	Agile Test Lead
Job/Role Reference	
Purpose and Scope	This role supervises several agile testers who work fairly independently in individual scrum teams. The agile test lead is responsible for ensuring that agile testers follow company testing policy. Reviews test scripts - manual and automated. Responsible for continuous improvement. Line manager for testers.
Key Accountabilities	Success of testers who are direct reports. Year on year improvement of test capability. Retention of test staff. Development of test staff.
Key Processes	Facilitates resolution of cross-team testing issues Acts as servant-leader for test resources in their team
Education requirements	Bachelors degree desirable
Qualification requirements	ISTQB/ASTQB Foundation + ISTQB/ASTQB Agile Extension or equivalent
Other requirements	3-5 years experience in software testing. 2 years experience of Agile.

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 Test Lead Role has been assessed as requiring the following minimum level:

Level of responsibility and accountability: 5

Attribute	Level Description	Level Achieved	No.
Autonomy	Works under broad direction. Work is often self-initiated. Is fully responsible for meeting allocated technical and/or project/supervisory objectives. Establishes milestones and has a significant role in the assignment of tasks and/or responsibilities.	Ensure, advise	5
Influence	Interacts with and influences colleagues. Has working level contact with customers, suppliers and partners. May supervise others or make decisions which impact the work assigned to individuals or phases of projects.	Apply	3
Complexity	Work includes a broad range of complex technical or professional activities, in a variety of contexts. Investigates, defines and resolves complex issues.	Enable	4
Business Skills	Selects appropriately from applicable standards, methods, tools and applications. Communicates fluently, orally and in writing, and can present complex information to both technical and non-technical audiences. Facilitates collaboration between stakeholders who share common objectives. Plans, schedules and monitors work to meet time and quality targets. Rapidly absorbs new information and applies it effectively. Maintains an awareness of developing technologies and their application and takes some responsibility for driving own development.	Enable	4













Professional Skills

SFIA V6 describes 97 skills, each at several of the 7-levels. 12 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	DLMG							
Development and implementation	Systems development	PROG							
Development and implementation	Systems development	TEST							
Development and implementation	User experience	USEV							
Development and implementation	Installation and integration	SINT							
Skills and quality	Quality and conformance	QUMG							

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 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.

Testing (TEST) Level 4

Accepts responsibility for creation of test cases using own in-depth technical analysis of both functional and non-functional specifications (such as reliability, efficiency, usability, maintainability and portability). Creates traceability records, from test cases back to requirements. Produces test scripts, materials and regression test packs to test new and amended software or services. Specifies requirements for environment, data, resources and tools. Interprets, executes and documents complex test scripts using agreed methods and standards. Records and analyses actions and results, and maintains a defect register. Reviews test results and modifies tests if necessary. Provides reports on progress, anomalies, risks and issues associated with the overall project. Reports on system quality and collects metrics on test cases. Provides specialist advice to support others.

Quality management (QUMG) Level 4

Uses quality management models and techniques to identify areas for improvement. Determines corrective action to reduce errors and improve the quality of the system and services.

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