Role Profile: Tester

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| --- | --- |
| Attribute | Description |
| Creation Date | Feb 15, 2016 |
| Prepared By | Matthew Burrows |
| 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. |

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**

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| --- | --- | --- | --- |
| 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 | Skill | Code | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 |
| Development and implementation | Systems development | Testing | TEST |  |  |  |  |  |  |  |
| Development and implementation | Installation and integration | Systems 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](http://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.

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