



**Job Title:** Salesforce QA Analyst Co-op  
**Division:** Salesforce Development Team (IT)  
**Reports to:** Product Owner

**Who we are:** A career at BC Infrastructure Benefits (BCIB) is your opportunity to join a team that is committed to creating career-building opportunities in the skilled trades and being leaders in creating respectful jobsites that are free from discrimination and harassment. Together, we are building the diverse and skilled workforce British Columbia, and the construction industry needs, now and in the future.

BCIB is the progressive employer on some of British Columbia's largest public infrastructure projects. Joining BCIB is your opportunity to make a large-scale investment in the construction industry workforce. One of the ways BCIB is making that investment is through our Respectful Onsite Initiative (ROI). All employees, including both corporate and skilled trades employees, participate in our ROI training program. ROI is our shared commitment to fostering respect and creating safe and welcoming workplaces.

At BCIB, our commitment to diversity and inclusion is entrenched in our mandate and our values. province's skilled trades workforce, we value every voice, share every challenge, limitless in our pursuits, and welcome any excuse for a potluck. If you are looking for an exceptional place to work where you can make a positive impact across the province and enjoy a culture of belonging, consider a career with BCIB.

**Job Summary:** In this role you will be reporting to the Product Owner - Salesforce. In this role you will work closely with the BCIB Salesforce development team supporting a test-driven development process.

Over the course of 4 months this position will provide a unique opportunity to gain valuable experience working with a provincial Crown corporation. The candidate will be required to work with the Salesforce product to analyze and review business requirements to create test plans for new features, improvements, and bug fixes. The candidate will create and contribute to maintaining test strategies as part of the ongoing effort to improve the overall quality of the product. The applicant will receive coaching and mentoring by members of the Salesforce development team and will gain hands-on, real-life, technical experience applying the technical principles, methods, and tools they have learnt during their studies.

**Essential Duties & Responsibilities:**

- Provide support by helping develop and execute test plans, scenarios, scripts or procedures to ensure high-quality software releases.
- Test system modifications to prepare for implementation.

	<ul style="list-style-type: none"> <li>• Support with testing integration/migration that addresses areas such as database impacts, software scenarios, or usability.</li> <li>• Document software defects, using a bug tracking system, and report defects to software developers.</li> <li>• Identify, analyze, and document problems with program function, output, online screen or content.</li> <li>• Monitor bug resolution efforts and track successes.</li> <li>• Create or maintain databases of known test defects.</li> <li>• Conduct functional, regression, and performance testing to identify software defects and ensure product stability.</li> <li>• Collaborate with cross-functional teams to understand project requirements and provide input on testability and quality aspects.</li> <li>• Perform data analysis to identify trends, patterns, and anomalies in software behavior</li> <li>• Investigate customer-reported issues and work closely with development teams to reproduce and resolve them</li> <li>• Contribute to the continuous improvement of QA processes and methodologies</li> </ul>
<b>Qualifications &amp; Experience:</b>	<ul style="list-style-type: none"> <li>• Working towards completion of a bachelor's degree in computer science, or related field.</li> </ul>
<b>Preferred Skills:</b>	<ul style="list-style-type: none"> <li>• Experience with Salesforce CRM</li> <li>• Excellent communication</li> <li>• Strong organizational, analytical and problem-solving skills</li> <li>• Attention to detail and accuracy</li> <li>• Self-motivated and resourceful with ability to adapt in fast-paced, challenging environment</li> <li>• Extraordinarily ability to conceptualize and learn quickly</li> <li>• An energetic teammate who works to create a positive work environment</li> </ul>
<b>Supervisory Responsibilities:</b>	<ul style="list-style-type: none"> <li>• This role has no supervisory responsibilities.</li> </ul>
<b>Work Schedule:</b>	<p>Full time 37.5 hours per week Monday – Friday</p> <p><b>Hybrid</b> - BCIB currently follows a hybrid schedule where employees work from the office a minimum of three days, based on the needs, and demands of the role, more days may be required.</p>
<b>Compensation</b>	The hourly rate for this co-op position is: \$24.83 +14% in lieu of vacation and benefits
<b>Work Environment:</b>	<p><b>Head Office Features:</b></p> <ul style="list-style-type: none"> <li>• Shared kitchen &amp; lunch area</li> <li>• Coffee station</li> <li>• Business Casual/ dress for your day</li> </ul>

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- Large open floor and windows with a view
  - Complimentary Fitness Facilities with changing room & showers
  - Bike locker
  - Near Public Transit
  - Near False Creek

**Recruitment  
process:**

BCIB staff will review all applications received, but only those applicant's that demonstrate their suitability for this position by meeting the minimum level of qualifications and experience will be contacted for an interview. A standard interview format will be used including general, scenario and behavioral descriptive interview questions.

Please send your resume and cover letter to [jobs@bcib.ca](mailto:jobs@bcib.ca)

BCIB is committed to employment equity and building a diverse workforce, representative of the communities we serve throughout the province. We believe our team's diversity is our strength, and encourage all Indigenous applicants, people of colour, all genders, 2SLGBTQ+ and persons with disabilities to apply. To learn more about BCIB's commitment to diversity, equity and inclusion visit our [website](#).

Accommodations are available on request for candidates with disabilities who anticipate needing modifications during the application and interview process. Please email [jobs@bcib.ca](mailto:jobs@bcib.ca) and we can discuss the matter in confidence.

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