

Fixa - QA Engineer Assessment

Time limit: 2 hours

Tools allowed: No limitations

Deliverables: GitHub link or ZIP with all files + written answers

Review: Follow-up 1:1 interview to dive deeper into decisions and thought process

1. Exploratory Testing Task - 25 min

Log in to our demo application using this link: <https://app.staging.fixahr.com/login>.

The credentials are:

U: tafara@fixarwanda.com

P: 0784526338Mit2@

Then navigate to the following screen:

<https://app.staging.fixahr.com/employees?page=1&perPage=10>

Instructions:

- Perform exploratory testing on the screen (no automation).
- Write a concise but high-quality bug report for any issues found.
- Provide a test plan: what would you manually test on this screen and why?
- Include test scenarios you'd write if this were in your test case management system.

2. Automation Task - 40 min

Automate the tests for the screen above using your preferred tool (preferably from our stack: Playwright + TypeScript or WebdriverIO + JS).

Instructions:

- Write 3 - 5 meaningful e2e tests (including at least one failure scenario).
- Use best practices (selectors, assertions, wait conditions, structure).
- Add a README explaining how to run your tests.

Bonus: mock the API response.

3. Test Strategy Thinking - 20 min

You join a SaaS startup as the only QA engineer. The product includes:

- REST API backend
- 2 different web frontends
- 1 hybrid mobile app
- 1 USSD app

Write a short document (max 400 words) outlining:

- Your QA approach for the entire platform (integrating with our SDLC)
- Your plan to get to 100% test coverage in the first 30 days
- Tools/processes you would introduce and why
- How you would ensure quality across all products

4. Theory & Problem-Solving - 20 min

Answer the following 3 short questions in your own words:

- Explain how you personally used regression, integration, and acceptance testing.
- You see the same bug reappear multiple times across sprints. What do you do?
- What are some common causes of flaky automated tests, and how would you reduce them?

5. Communication - 15 min

When thinking about your past projects, you found a bug that persisted over multiple sprints, but the product owner said it's not a priority. How did you communicate your concern effectively to influence prioritization?