We are absolutely thrilled you are interested to join us at Rohlik Group. By now we have spoken to you about your experience and personality in great detail. Next step is to find out how you tackle a task in reality.

**Head of IT QA**

**Situation**

As a newly appointed Head of IT QA you were asked by your superior to prepare a high level IT QA Strategy adopting Agile principles. You have a team of manual testers (around 15) with limited test automation skills and you have a small team of automation testers (20% of total team size). Within the team you have mostly mediors and a couple of senior members, 40% of the team is recently hired personal with experience in agile way of working.

**Task**

* Outline High level IT QA Agile strategy for your department that will cover following
* Describe organisation structure of your department that will support people’s grow and it will be enable further extension of department (assuming to hire another 12 colleagues , 5 manual testers, 5 automation testers, 2 juniors )
* Consider and propose best of breed testing tools for
  + Test management and test execution supporting agile way of working ( ideally integrated with Attlassian Jira ), tool has to be easy to use and to adopt
  + Automated testing ( not necessary one tool can be combination ) covering mobile applications (iOS, Android) as well as Web application and back office systems
  + Load testing tool for web applications
* Describe the process how manual/exploratory testers and automation testers are working within Scrum in the cross functional teams ( together with developers ). Consider 1 manual exploratory tester and 1 automation tester within cross functional team
* Describe briefly approach to testing across multiple environments e.g. testing , eventually integration, staging and production, shortly comment how testing or any owned environment by testing will be maintained
* Comment how QA will work in Continuous Testing approach connected to Continuous Integration and Continuous Deployment
* Describe Maturity/Efficiency Level 1 (current level) and propose improvements to Level 2 (new level)
* Propose some metrics how you would measure success of achieving Level 2 and metrics for members of your team

**Additional Information**

* Assume that methodology is based on Scrum with 2 weeks Sprints
* Assume existence of DevOps team that is not part of your team (separate team) with medior/senior skillset
* Assume on demand frequent releases (daily if possible and mostly after each Sprint)
* Assume remote work in 80% cases
* Maturity Level 1 means majority of people have enough skills and experience, they have been trained to Scrum process, they know and use some tools (it may not be the best of breed) , Maturity Level 2 is up to you to propose
* For missing information make and document assumptions

**Format**

Result of the case study should be captured in a format of your choice that is easily shareable with us during the next meeting. We don’t need you to write essays, clear and consistent content is much more important to us. Please send us the presentation materials of your Case study 1 day prior to the meeting so we can review and get ready for the talk.