

Post Title:	Test Engineering Team Leader
Grade:	7

Job Description

2.1. Purpose

The Test Engineering Team Leader will lead the Test Engineering Team. They will be responsible for ensuring that all test engineering activity is carried out in line with agreed development plans and standards. They will ensure high team performance alongside developing a culture of learning and empowerment.

The post holder will have a proven understanding of technology and technology trends within the field of test engineering. They will apply this insight to enable the business to innovate through the use of technology.

2.2. Main Duties and Responsibilities

1. Coordinates and manages planning of system and/or acceptance tests, including software security testing. Takes responsibility for integrity of testing and acceptance activities and coordinates the execution of these activities. Provides authoritative advice and guidance on any aspect of test planning and execution.
2. Manages all test processes, including test plans, resources, costs, timescales, test deliverables and traceability. Manages client relationships with respect to testing matters. Identifies process improvements, and contributes to corporate testing standards and definition of best practice.
3. Leads the Test Engineering Team to ensure that a high-performance team culture is adopted. Pro-actively works to ensure effective working relationships within the team and with those whom the team interacts with. Provides coaching / mentoring to support professional development of team and wider.
4. Supports the definition of application development projects which advance the University Group's objectives and plans. Facilitates availability and optimum utilisation of test engineering resources.
5. Provides technical management of the test engineering function, ensuring that agreed service levels are met and all relevant policies and procedures are adhered to.
6. Actively maintains proven knowledge in test engineering. Provides advice in these areas. Supports and promotes the development and sharing of test engineering knowledge within the University Group.

7. Supports the management of application suppliers to ensure KPI's and agreed targets are met. Assists with bench-marking and makes use of supplier performance data to ensure that supplier performance is properly monitored and regularly reviewed.
8. Manages aspects of the product lifecycle for applications, enabling the product to meet the needs of customers/users and achieve financial or other targets. Acts as product owner for one or more lower-value application products or services. Prioritises product requirements and owns a product backlog.
9. Analyses market and/or user research, feedback, expert opinion and usage data to understand needs and opportunities. Facilitates uptake of application products by planning development of product collateral, supporting and evaluating campaigns, and monitoring product performance.
10. Ensures that appropriate action is taken to anticipate, investigate and resolve problems in application systems and services. Ensures that such problems are fully documented within the relevant reporting system(s). Enables development of problem solutions. Coordinates the implementation of agreed remedies and preventative measures. Analyses patterns and trends.
11. Provides advice and guidance to support adoption of methods and tools and adherence to policies and standards. Tailors processes in line with agreed standards and evaluation of methods and tools. Reviews and improves usage and application of methods and tools.

Deputises for the Software Engineering Manager as required.

AND such other duties as are within the scope of the spirit of the job purpose, the title of the post and its grading.

2.3. Supervision Received

Line management is from the Software Engineering Manager.

2.4. Supervision Given

Test Engineering Team.

2.5. Contacts

- IT Services staff, including Executive Team.
- Staff and students in other Schools / Support Areas of the University Group.
- External Suppliers and other education institutions.

3. Person Specification

ATTRIBUTES	ESSENTIAL	ADVANTAGEOUS
<i>Education & Qualifications</i>	<ul style="list-style-type: none"> Educated to degree level in a relevant discipline with a professional qualification or substantial experience in related field in lieu of the above. 	<ul style="list-style-type: none"> Postgraduate or professional qualification in a relevant discipline, or chartered member. MCSA (App Builder). OCM (Java EE Enterprise Architect). ITIL. CISM.
<i>Knowledge & Experience</i>	<ul style="list-style-type: none"> Experience of test engineering. Leadership / Management Financial Management Significant experience of leading and managing test engineering teams; developing and sustaining a high performance culture. 	<ul style="list-style-type: none"> Higher Education experience.
<i>Job-related Skills, Abilities & Competencies</i>	<ul style="list-style-type: none"> Proven analytical, planning and execution skills. Proven leadership and management skills with the ability to develop, communicate and inspire staff. Takes accountability and has strong sense of ownership. Results oriented and a commitment to a high quality customer service Ability to build and maintain broad network of business relationships. Knowledge of customer behaviours, needs and expectations. Ability to lead a team/discipline to quickly resolve complex problems in the provision of IT services. Good understanding of current and emerging technologies and how other enterprises are employing them to drive digital business support. 	<ul style="list-style-type: none"> Applying lean / startup agile methods. Public cloud infrastructure. Microsoft Azure. Amazon Web Services.

	<ul style="list-style-type: none"> • Applications operational management. • Application development and software engineering. • Cyber-security within application technologies. 	
<i>Interpersonal Skills</i>	<ul style="list-style-type: none"> • Able to influence and negotiate at appropriate levels and also where resources may not be in direct control of this role. • Proven communication, and presentation skills. • Ability to forge effective relationships in a complex matrix management environment. • Able to motivate others to deliver high performing teams and a high performance culture. • Results oriented, adaptive and decisive. • Ability to build trust and display integrity. • Ability to work collaboratively and be a key team player. • Creative and innovative thinking. • Can resolve conflicts and problems. 	
<i>Other Requirements</i>	<ul style="list-style-type: none"> • A flexible approach to working hours and location, including a willingness to travel, locally, nationally or overseas, as required. • An appreciation of other cultures; the global reach of the University Group and its international agenda. 	