About us: Zest Technology Ltd provides the technology of choice for many of the UK's leading Companies and Benefit Consultants, delivering ground breaking, flexible, device independent, secure software for employees to access and manage their pensions and other employee benefits. Our client base includes major household names such as Lloyds Bank, Hargreaves Lansdown, Aviva, LinkedIn and Unum, to name but a few.

Our flagship product for employee benefit communication is built using state of the art technology and Agile development practices. We are focused on delivering secure, high performing and fully scalable software. Our modern approach includes structured architecture design; product management; Agile software development; QA practices and project management.

We pride ourselves on having a highly skilled team of people who actively engage closely with our clients to ensure that we continue to understand their needs and offer the leading software for employee engagement. Our core values of Trusted, Collaborative and Exceptional run deep through our culture.

About the job: We are looking for someone with a passion for software to join our Agile development team working as a Quality Assurance Engineer. You will be responsible for carrying out testing of our industry leading software in order to verify conformance to acceptance criteria and identify any undesirable behaviour. Day to day you will create, maintain and execute manual and automated test cases in order to ensure Zest's core product and any associated tools and systems meet the highest standards.

Reports to: QA Manager

Areas of Responsibility:

o   Review requirements specifications and technical design documents to provide timely and meaningful feedback

o   Create detailed, comprehensive and well-structured test plans and test cases

o   Design, develop and execute automation scripts for regression testing purposes

o   Carry out manual and exploratory testing

o   Identify, record, document and track bugs

o   Testing software to check adherence to acceptance criteria and identify any defects and usability problems

o   To assist with the assessment of test reports in order to log any defects and maintain the automated test suite

o   Estimate, plan, coordinate and execute testing activities

o   Perform regression testing when bugs are resolved

o   Maintain awareness of and comply with all legal requirements and company policies, including those relating to information security and data protection

o   Responsibly handle, classify and manage all information, whether internal or received from external parties

Key Competencies and Skills required for the role:

Competency title	Brief description
Ability to prioritise	Prioritising which tests to automate through the UI or services, and what should be tested manually. Logical thought process involved in deciding which tests to complete first.
Automation testing	Writing effective automated tests using SpecFlow and C# within the automation solution that minimise code duplication and adhere to standards. Analyse the test report results to provide timely feedback on development work.
Manual testing	Strong attention to detail in testing software against acceptance criteria and good skills in problem analysis to help clearly define reliable steps to reproduce. Able to perform testing guided by specifications as well as exploratory testing.
Communication and team work	Contribute the test perspective within scrum meetings. Collaborate effectively with developers and the product team in understanding requirements and communicating defects. Support other colleagues in the testing team.
Agile (Scrum)	Strong team player, able to put the needs of the company first. Demonstrates the Agile values: Focus, Openness, Respect, Courage, and Commitment.
Drive and Energy	Self-starter, able to work under their own initiative and achieve their objectives. High levels of drive, energy, enthusiasm and integrity.
Values	Able to live and breathe the Zest Values of Exceptional, Collaborative, Creative, Game Changers, focussed on an excellent client experience.
Problem solving	Identify and suggest new tools or ways of working that may benefit the team and optimise existing processes.

Experience/Skills Required:

o Full software lifecycle experience in a software house environment or large IT department
o Manual and Automation Testing
o Microsoft C# or similar
o GIT
o Aptitude for learning
o Excellent communications – both written and verbal
o Ability to prioritise
o Problem analysis and solution development
o Attention to detail
o Self-starter

Desirable Experience/Skills:

- o Agile/Scrum methodology
- o WCF web service testing
- o Load/Performance testing
- o Security testing
- o SpecFlow/Gherkin
- o Team City
- o Microsoft Team Foundation Server
- o HTML, CSS, JavaScript, jQuery
- o Jenkins
- o Degree in numerate or IT discipline, minimum grade 2.2 or relevant experience

Additional Information:

- o Competitive Salary, with comprehensive range of Flexible Benefits
- o Normal working hours 37.5 as per T&Cs
- o Location: Leatherhead House, Station Road, Leatherhead, Surrey, KT22 7FG