

Software Test Automation Engineer

Department:	Engineering
Reports To:	Engineering Test Lead or Manager
Supervises:	None
FLSA Classification:	Exempt
Approved By:	Bryan DeMaster
Revision Date:	2/13/19

JOB PURPOSE or SUMMARY:

The software test automation engineer verifies the design and validates the usability of software created by the development group, primarily through the use of automated testing, assuring a positive user experience.

ESSENTIAL DUTIES and RESPONSIBILITIES:

	% of Total Time
• Manage, develop, and conduct automated testing	50
• Develop test cases and conduct manual testing	25
• Participate in requirements, design, and code reviews	10
• Identify (defining severity and priority), track, and close software defects	10
• Miscellaneous	5

An individual in this position must be able to successfully perform the essential duties and responsibilities listed above. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.

The above list reflects the general details necessary to describe the principle and essential functions of the position and shall not be construed as the only duties that may be assigned for the position.

MINIMUM QUALIFICATIONS:

Education: BS in Computer/Software Engineering, Computer Science, or similar

Experience and/or Training: 2-5 years of experience in a software test automation role including:

- Developing and conducting automated integration and system level tests
- Managing and maintaining automated testing frameworks and tools
- Developing test cases based on requirements and design documentation
- Using revision control, requirements, and bug tracking software
- Working with automation platforms and frameworks that integrate with CI/CD pipeline
- Strong knowledge of standard programming and testing concepts, practices and procedures
- Proficient in various test methodologies including system, integration, user acceptance, usability, performance, exploratory, regression, smoke, risk-based, black box, white box, etc.
- Highly organized with strong attention to detail and good problem solving skills
- Good verbal and written communication
- Ability to participate in and influence cross-functional teams
- Self-motivated and flexible with an ability to work within a fast-paced environment

Licenses/Certificates: None

Technology/Equipment:

- Proficiency in common programming languages (e.g. C, C++, C#, Java)
- Proficiency in common scripting languages (e.g. Python, JavaScript)
- Experience with Linux administration and console

PREFERRED QUALIFICATIONS:

Experience and/or Training:

- Basic domain knowledge in vehicle controls or similar field
- Experience in automated testing for websites
- Experience in automated testing for embedded controls / systems
- Experience working in an Agile workflow
- Experience setting up / creating automated test frameworks

Licenses/Certificates: CSQE or ISTQB certifications a plus

Technology/Equipment:

- Experience in web-based automation tools and frameworks
- Experience in embedded software automation tools and frameworks
- Experience working with different operating systems (Linux, Windows) and platform accessories / technologies
- Ability to setup and utilize common test equipment (e.g. power supplies, multi-meters, oscilloscopes, etc.)

PHYSICAL AND MENTAL DEMANDS:

While performing the duties of this job, the employee is frequently required to sit, talk and/or hear, and/or use hands to finger, handle, or touch objects, tools, or controls. The employee is occasionally required to stand, and/or walk. The employee must occasionally lift and/or move up to 10 pounds while moving files or small packages. Specific vision abilities required by this job include close vision and the ability to adjust focus. The mental and physical requirements described here are representative of those that must be met by an individual to successfully perform the essential functions of this position.

WORKING ENVIRONMENT:

Work is performed in an office environment. The noise level in the work environment is usually moderate. Infrequent travel to a customer's location may be required. The work environment characteristics described here are representative of those an individual encounters while performing the essential functions of this position.

I have read and understand the duties, responsibilities and requirements for this position.*

Employee Acknowledgement

Date

*This document does not create an employment contract, implied or otherwise, other than an "at-will" employment relationship. HED, Inc. retains the discretion to add duties or change the duties of this position at any time.