



JOB DESCRIPTION

Title: Lead Tester

Reports to: Technology Delivery Manager

Position Overview

The Lead Tester is responsible for leading and managing the testing efforts of our software development projects. This role involves designing and implementing test strategies and approaches, managing testers, and ensuring that RBO applications meet the highest standards of quality and reliability.

Key Responsibilities

- Develop a comprehensive test strategy for the Royal Ballet and Opera
- Develop and implement comprehensive test plans for any inflight projects
- Lead and mentor testers, providing guidance and support
- Coordinate with the Technology Delivery teams to understand project requirements and timelines
- Design, execute, and maintain automated and manual test cases
- Identify, document, and track defects and issues
- Ensure all testing activities are completed on time and within budget
- Continuously improve testing processes and methodologies
- Prepare and present test reports and metrics to stakeholders
- Stay updated with the latest industry trends and best practices in software testing

Role proficiency

The role demands proficiency in several skills, including specialist skills each categorised into four ascending levels: Awareness, Working, Proficient, and Expert. Here are the primary skills and their corresponding levels for this role:

- **Functional Testing (Practitioner):** Demonstrates a deep understanding of testing frameworks, principles, tools, and techniques. Capable of making decisions on testing environments. Ability to identify defects and prioritise them based on defect severity
- **Technical Understanding (Practitioner):** Demonstrate good knowledge of different testing tools and techniques. Ability to advise on testing techniques and frameworks. Effectively research, plan and train and coach others within the team.
- **Test Analysis (Practitioner):** Demonstrate an ability to think creatively and ask the right question as well as critically evaluate and communicate findings to a larger team. Lead investigative work into problems and opportunities in existing processes. Drive collection of information and creation of recommendations and improvements. Absorb conflicting information and use it to determine solutions.
- **Non-functional Testing (Working):** Demonstrates good understanding of non-functional testing techniques. Ability to execute non-functional test scenarios, with understanding of processes to do so.
- **Communication (Working):** Excellent verbal and written communication skills. Can convey project goals and updates effectively to both technical and non-technical stakeholders.
- **Leadership (Working):** Demonstrates the ability to lead a team, resolve conflicts, and motivate team members to achieve testing objectives.
- **Stakeholder Management (Working):** Capable of managing expectations and communications with project stakeholders, including team members and senior management.

Required skills & job qualifications

- Desirable - Bachelor's degree in computer science, Information Technology, Business Administration, or related field.
- Preferred - Proven working experience as a Lead Tester or Tester
- Desirable - Strong knowledge of software testing methodologies, tools, and processes.
- Preferred - Experience with automated testing tools (e.g., Selenium, JUnit).
- Preferred - Excellent analytical and problem-solving skills.
- Desirable - Strong leadership and team management abilities.
- Preferred - Effective communication and interpersonal skills.
- Preferred - Attention to detail and a commitment to quality.
- Desirable - Certification in software testing (e.g., ISTQB, CSTE).

- Desirable - Familiarity with continuous integration and continuous deployment (CI/CD) pipelines.

This Job Description reflects the current situation. It does not preclude change or development that might be required in the future.

