

Role Description

Test Automation Engineer

Cluster	Finance, Services and Innovation
Department / Agency	Department of Finance, Services & Innovation (DFSI)
Division / Branch / Unit	ICT and Digital Government / Government Technology Platforms
Classification/Grade/Band	Clerk Grade 9/10
ANZSCO Code	263213
PCAT Code	1226492
Date of Approval	February 2019

Primary purpose of the role

Guides other application developers and leads in the creation of large or complex applications that facilitate the achievement of business outcomes through the use of process and technology.

Key accountabilities

- Design and Setup Test Automation framework.
- Utilise technical expertise in the requirements analysis phase to ensure the solution is both fit for purpose and fit for use
- Design and execute acceptance testing to improve the quality and reduce operational risk of the developed application
- Designing and writing test automation scripts, investigating problems in software as a result of testing
- Conduct a range of test scripts throughout the software development lifecycle to determine readiness for transition to the production environment.
- Estimating proper efforts for the work to be undertaken
- Identifying test cases for regression testing and preparation test suites for the same
- Construct process and/or equipment recommendations to improve the effectiveness and efficiency of test programs

Key challenges

- Balancing competing demands to ensure application development objectives are achieved
- Developing and maintaining currency of understanding of the organisation's range of applications and impact of new developments
- Being responsive to traditional and agile testing activities

Key relationships

Who	Why
Internal	
Manager	<ul style="list-style-type: none"> • Escalate issues, keep informed, advise and receive instructions
Work team	<ul style="list-style-type: none"> • Inspire and motivate team, provide direction and manage performance • Guide, support, coach and mentor team members • Review the work and proposals of team members

Who	Why
	<ul style="list-style-type: none"> Encourage team to work collaboratively to contribute to achieving the team's business outcomes
Clients/customers	<ul style="list-style-type: none"> Resolve and provide solutions to issues
External	
Suppliers/Vendors	<ul style="list-style-type: none"> Define scope for projects and maintenance activities Manage and report on supplier related KPI's and performance targets Keep abreast of new technologies and trends within the industry

Role dimensions

Decision making

This role has autonomy and makes decisions that are under their direct control as directed by their Manager. It refers to a Manager decisions that require significant change to program outcomes or timeframes or are likely to escalate or require submission to a higher level of management. This role is fully accountable for the delivery of work assignments on time and to expectations in terms of quality, deliverables and outcomes. This role submits reports, business cases and other forms of written advice with minimal input from the manager.

Reporting line

Director, Application Development System

Direct reports

This role has no direct reports

Budget/Expenditure

As per the DFSI Financial Delegations

Essential requirements

- University degree in a related field, computer science, software engineering and/or software development
- 4 years or more of full-time experience working Test Automation Engineer
- Automation expertise - creation of automation frameworks and processes
- Solid experience in testing web APIs, web applications, Siebel and salesforce applications
- Satisfactory Criminal Records Check.





Capabilities for the role


The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at www.psc.nsw.gov.au/capabilityframework

This role also utilises an occupation specific capability set which contains information from the Skills Framework for the Information Age (SFIA). The capability set is available at www.psc.nsw.gov.au/capabilityframework/ICT

Capability summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework		
Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Adept
	Act with Integrity	Intermediate
	Manage Self	Adept
	Value Diversity	Intermediate
 Relationships	Communicate Effectively	Adept
	Commit to Customer Service	Adept
	Work Collaboratively	Adept
	Influence and Negotiate	Intermediate
 Results	Deliver Results	Adept
	Plan and Prioritise	Adept
	Think and Solve Problems	Advanced
	Demonstrate Accountability	Intermediate
 Business Enablers	Finance	Intermediate
	Technology	Adept
	Procurement and Contract Management	Intermediate
	Project Management	Adept

Occupation / profession specific capabilities		
Capability Set	Category, Sub-category and Skill	Level and Code
	Solution Development & Implementation, Systems Development, Programming/software development	Level 5 – PROG
	Solution Development and Implementation, Systems Development, Systems Design	Level 5 - DESN
	Business Change, Business Change Management, Requirements Definition and Management	Level 5 - REQM
	Solution Development and Implementation, Systems Development, Testing	Level 5 - TEST

Focus capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Personal Attributes Display Resilience and Courage	Adept	<ul style="list-style-type: none"> • Be flexible, show initiative and respond quickly when situations change • Give frank and honest feedback/advice • Listen when ideas are challenged, seek to understand the nature of the criticism and respond constructively • Raise and work through challenging issues and seek alternatives • Keep control of own emotions and stay calm under pressure and in challenging situations
Relationships Communicate Effectively	Adept	<ul style="list-style-type: none"> • Be flexible, show initiative and respond quickly when situations change • Give frank and honest feedback/advice • Listen when ideas are challenged, seek to understand the nature of the criticism and respond constructively • Raise and work through challenging issues and seek alternatives • Keep control of own emotions and stay calm under pressure and in challenging situations
Results Deliver Results	Adept	<ul style="list-style-type: none"> • Be flexible, show initiative and respond quickly when situations change • Give frank and honest feedback/advice • Listen when ideas are challenged, seek to understand the nature of the criticism and respond constructively • Raise and work through challenging issues and seek alternatives • Keep control of own emotions and stay calm under pressure and in challenging situations
Results Think and Problem Solve	Advanced	<ul style="list-style-type: none"> • Be flexible, show initiative and respond quickly when situations change • Give frank and honest feedback/advice • Listen when ideas are challenged, seek to understand the nature of the criticism and respond constructively • Raise and work through challenging issues and seek alternatives • Keep control of own emotions and stay calm under pressure and in challenging situations
Business Enablers Technology	Adept	<ul style="list-style-type: none"> • Be flexible, show initiative and respond quickly when situations change • Give frank and honest feedback/advice • Listen when ideas are challenged, seek to understand the nature of the criticism and respond constructively • Raise and work through challenging issues and seek alternatives • Keep control of own emotions and stay calm under pressure and in challenging situations

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
People Management Manage and Develop People	Intermediate	<ul style="list-style-type: none"> • Ensure that roles and responsibilities are clearly communicated • Collaborate on the establishment of clear performance standards and deadlines in line with established performance development frameworks • Develop team capability and recognise and develop potential in people • Be constructive and build on strengths when giving feedback • Identify and act on opportunities to provide coaching and mentoring • Recognise performance issues that need to be addressed and work towards resolution of issues

Occupation specific capability set (Skills Framework for the Information Age – SFIA)

Category and Sub-Category	Level and Code	Level Descriptions
Solution Development & Implementation, Systems Development, Programming/software development	Level 5 – PROG	Sets local or team-based standards for programming tools and techniques, advises on their application and ensures compliance. Takes technical responsibility for all stages in the software development process. Prepares project and quality plans and advises systems development teams. Assigns work packages to technical staff, monitors performance and reports progress. Provides advice, guidance and assistance to less experienced colleagues as required.
Solution Development and Implementation, Systems Development, Systems Design	Level 5 – DESN	Specifies and designs large or complex systems. Selects appropriate design standards, methods and tools, consistent with agreed enterprise and solution architectures and ensures they are applied effectively. Reviews others' systems designs to ensure selection of appropriate technology, efficient use of resources, and integration of multiple systems and technology. Contributes to policy for selection of architecture components. Evaluates and undertakes impact analysis on major design options and assesses and manages associated risks. Ensures that the system design balances functional, service quality and systems management requirements.

Occupation specific capability set (Skills Framework for the Information Age – SFIA)

Category and Sub-Category	Level and Code	Level Descriptions
Business Change, Business Change Management, Requirements Definition and Management	Level 5 - REQM	Facilitates scoping and business priority setting for large or complex changes, engaging senior stakeholders as required. Selects the most appropriate means of representing business requirements in the context of a specific change initiative. Drives the requirements elicitation process where necessary, identifying what stakeholder input is required. Obtains formal agreement from a large and diverse range of potentially senior stakeholders and recipients to the scope and requirements, plus the establishment of a base-line on which delivery of a solution can commence. Takes responsibility for the investigation and application of changes to programme scope. Identifies the impact on business requirements of external impacts affecting a programme or project.