# Position Details

## Technical Services- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Test Team Lead |
| Tenure | Indefinite |
| Salary Range | AU$115k to AU$135k per annum, plus up to 15.4% superannuation |
| Location(s) | Black Mountain (Canberra) ACT, Clayton (Melbourne) VIC or Kensington (Perth) WA |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens Only |
| Position reports to the | Senior Manager, Information Services Applications |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 6 |
| Enquire about this job | Nathan Peterson via email [Nathan.Peterson@csiro.au](mailto:Nathan.Peterson@csiro.au) or phone 03 9545 2609 |
| How to apply | Apply online at <https://jobs.csiro.au/>  Internal applicants please apply via **Jobs Central**  If you experience difficulties when applying, please email [careers.online@csiro.au](mailto:careers.online@csiro.au) or call 1300 984 220. |

## **Role Overview**

The Information Services Applications (ISA) team within CSIRO Information Management and Technology (IMT) develops solutions that support CSIRO’s science and business functions. The team supports bespoke in-house developed enterprise and business unit specific products. The team operates using agile practices and has a policy of continuous review and improvement. Our environment encourages innovation and provides the technology and autonomy to focus on delivery.

The Test Team Lead role comprises strategic and team management responsibilities, coupled with product development testing activities, including:

* Primary responsibility to resource and conduct performance, functional, automation, regression and accessibility testing within an Agile and Continuous Delivery framework on the systems the Information Services Applications team supports.
* Integration testing between software components, services and infrastructure.
* Leading the development of a set of test standards for functional, performance, regression and automated testing that accommodates the complexity of systems that IMT supports for use across IMT.

The position holds responsibility for coaching, leading and building the capability of a team of test analysts, as well as contributing to the team’s strategic direction. The Test Team works on projects and product development involving other testers, developers, business analysts, infrastructure specialists, data librarians, executive managers and other stakeholders.

### Duties and Key Result Areas:

* Lead an effective team, allocate and manage resources and undertake staff performance management and career development.
* Contribute to the team’s strategic direction and drive plans to achieve strategic goals.
* Lead the development of enhanced functional, regression, performance and automation test standards that can be used within the ISA team and other IMT teams.
* Develop, plan, coordinate, document and implement quality assurance of the products that the Information Services Application team supports including conducting performance, functional, regression and integration testing.
* Work with business areas and technical teams to design, document and execute risk-based test plans.
* Lead the implementation of automated functional, regression and performance testing for the products supported by the Information Services Applications team.
* Contribute to the ISA’s continuous delivery implementation.
* Provide technical advice that is aligned with overall solution designs, architecture and frameworks.
* Resource a portfolio of product development in consultation with product stakeholders.
* Respond to production issues and routine maintenance activities as required.
* Foster an environment where staff are encouraged to innovate.
* Contribute to the evolution of the services the ISA team provides.
* Advise senior management on issues requiring attention and implement management decisions.
* Work collaboratively with colleagues within your team, the business unit and across CSIRO, to reach objectives.
* Choose appropriate management strategies and communication styles to maintain high levels of motivation and productivity, giving feedback for development purposes and providing support for improvement.
* Contribute positively to stimulate and promote a team approach, and develop sound working relationships with application users and business owners.
* Respond courteously and efficiently to client requests, maintaining clear communication regarding mutual expectations and monitoring client satisfaction.
* Communicate effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
* Other duties as directed.

## **Selection Criteria**

#### Essential

*Under CSIRO policy only those who meet all essential criteria can be appointed.*

1. A minimum of approximately 10 years’ experience in testing software applications coupled with relevant tertiary qualifications in IT or equivalent relevant work experience.
2. Leadership or mentoring experience, either formal or informal.
3. Demonstrated knowledge and experience in testing analysis techniques, processes and methodologies including software test tools along with a well-developed understanding of programming languages and constructs.
4. Experience conducting functional, integration, regression and performance testing.
5. Demonstrated achievement in leading software product test teams in an Agile-Scrum delivery environment including the use of JIRA (TASKS) and Confluence (WIKI).
6. Demonstrated ability to develop strong professional relationships with business unit leaders and use excellent communication skills to collaborate across teams and multi-disciplinary projects to influence outcomes.
7. Experience testing both front-end and back-end web application systems with:
   1. a focus on discovery and access of research data.
   2. high throughput requirements for relational & file-based data processing.
   3. significant data scale/magnitude (i.e. Terabytes, Petabytes).
   4. a focus on discovery and access of research data.
   5. Integrations and interfaces with external systems e.g. REST web services.

## **Desirable:**

1. Experience in the management and career development of staff.

## **Required Competencies:**

* **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams as well as industry colleagues.
* **Influence and Communication:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious, proposals/ideas.
* **Resource Management/Leadership:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency, understanding, integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
* **Judgement and Problem Solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
* **Independence:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
* **Adaptability:**Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

Special Requirements

The successful candidate will be required to obtain and maintain a security clearance at the Negative Vetting 1 level.

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. To find out more visit [CSIRO online](http://www.csiro.au/)!

CSIRO is a values-based organisation.  In your application and at interview you will need to demonstrate behaviours aligned to our values of:

* 1. People First
  2. Further Together
  3. Making it Real
  4. Trusted