# Position Details

## Technical Services- CSOF4

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| The following information is for applicants | |
| Advertised Job Title | Functional Test Analyst |
| Job Reference | 94421 |
| Tenure | Indefinite  Full-time |
| Salary Range | AU$89,680\_ to AU$101,459 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Melbourne, Canberra, Sydney, Perth or Brisbane |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Australian Citizens Only |
| Position reports to the | Lead – Test Centre of Excellence |
| Client Focus – Internal | 100% |
| Client Focus – External | 0% |
| Number of Direct Reports | 0 |
| 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

As a Functional Test Analyst within CSIRO Information Management and Technology (IMT), you will work on a range of product testing activities in an environment that accommodates and welcomes change. 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.

CSIRO is seeking to appoint a Functional Test Analyst within the CSIRO IM&T Information Services Applications Team to assist in the implementation and support of new and existing data and information management software applications. The range of testing activities to be undertaken will include: functional, regression, system, and integration testing. Plans will need to be prepared to describe, explain and schedule the anticipated testing approach. Test reports are to be produced in tandem with key product releases to advise on the outcomes and recommendations associated with testing activities.

You will contribute to a portfolio of product development, taking responsibility for building the capability of our test analysts. You will contribute to the strategic direction of the Test team and plan of how to drive the team to achieving those goals.

This is an environment that accommodates, and welcomes change so to succeed you will value individuals and interactions over process and tools, along with working software over comprehensive documentation.

The successful candidate will operate in an agile and highly collaborative environment working in an interdisciplinary team involving other testers, developers, business analysts, infrastructure specialists, data librarians, executive managers and other stakeholders.

The successful candidate will need to have the capability to contribute to the delivery of solutions and services in support of CSIRO’s strategic and operational objectives, be able to work under direction as part of a team**,** as well as demonstrate initiative, leadership and independence.

**Duties and Key Result Areas:**

* Under general direction, contribute to the development of enhanced functional, regression, and performance test standards that can be re-used within the team.
* Develop, plan, coordinate, document and implement quality assurance of the products that the team supports including conducting, functional, regression and integration testing.
* Document and execute test plans and acceptance criteria using Test Rail, Jira, or similar Test management tools
* Work with business areas and technical teams to design, document and execute risk-based test plans.
* Communicate all identified risks and issues to your project Test Manager or Project Manager and contribute to the continuous delivery implementation.
* Provide technical advice that is aligned with overall solution designs, architecture and frameworks.
* Respond to production issues and routine maintenance activities as required.
* Analysis of Business Requirements and Stories.
* 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.
* Contribute to the team’s strategic direction.
* 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.

## **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:** Uses knowledge of other party's priorities and adapts presentations or discussions to appeal to the interests and level of the audience. Anticipates and prepares for others reactions.
* **Resource Management/Leadership:** Allocates activities, directs tasks and manages resources to meet objectives. Provides coaching and on the job training, recognises and supports staff achievements and fosters open communication in the team.
* **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
* **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **Adaptability:**Copes with ambiguity or situations that lack clarity. Adapts readily to changing circumstances and new responsibilities (which may include activities outside own preferences) in the interests of achieving team objectives. Recognises the need for and undertakes personal development as a result of changes.

## **Selection Criteria**

#### Essential

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

1. A minimum of 5 years experience in testing software applications coupled with relevant tertiary qualifications in IT and equivalent relevant work experience.
2. Demonstrated knowledge and experience in testing analysis techniques, processes and methodologies.
3. Extensive experience in testing with experience in all aspects of testing, including functional, system integration and Regression as a sole testing resource as well as working within a team.
4. Demonstrated experience working in and/or exposure to an Agile-Scrum development environment.
5. Excellent communication skills, including an ability to work collaboratively across multi-disciplinary project teams and communicate with staff and clients at all levels.
6. Experience in backlog refinement, sprint review, retrospective and planning ceremonies.

## **Desirable:**

1. Experience testing both front-end and back-end web application systems with
2. A focus on discovery and access of research data;
3. high throughput requirements for relational & file-based data processing.
4. significant data scale/magnitude (i.e. Terabytes, Petabytes).
5. a focus on discovery and access of research data.
6. Integrations and interfaces with external systems e.g. REST web services
7. Knowledge/ hands-on experience with NFT tools

Special Requirements

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

## **About CSIRO:**

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