Quality Engineer

|  |
| --- |
|   |
| **Budget:**  | 0  | **Function:**  | Quality Engineering  |
| **Line Manager:**  | Lead Quality Engineer  | **Direct Reports:**  | N/A  |
| **Our Vision**  |
|  Simplyhealth is a 150-year-old business with an amazing heritage and history of changing healthcare in the UK. It is continually modernising, as reflected by the recent award to B-Corp status; something that is very important to our customers and to our people.  With an ever-increasing strain on the NHS, and a cost-of-living crisis, the products that Simplyhealth offer are needed more than ever before. But Simplyhealth have bigger ambitions than that. We want to improve access to healthcare for everyone in the UK – we are not just about the wealthy who can afford to go privately, we want to democratise healthcare in terms of cost but also accessibility to ensure that as many people as possible, can access the healthcare they need. Specifically, we want to improve access to healthcare for all in the UK to:  * Lead your best life
* Prevent you from getting a disease you’re at risk of
* Access the best in care (digital where possible, physical where necessary)
* Manage your long-term condition

 To achieve this, we are embarking on a radical transformation to deliver this ambitious goal. With a trusted brand and a strong heritage in healthcare, we think we are uniquely placed to help change the landscape of healthcare in the UK.  The ambition is to support customers (individuals, corporates, collectives) on their personal health journeys through a mix of services, personalisation and commerce offers that link together the physical and digital worlds, by creating tools and products that support wellness in a bespoke way based on individual need.   The scale of this ambition and transformation is significant and requires energetic, ambitious, and digitally minded leaders to deliver against it. The challenge will be delivering a radical overhaul in all areas of the business from product, technology, and people, balancing the needs of today with our ambitious future destination. Being comfortable with ambiguity, able to execute at pace, and having the energy and passion to deliver against an ambition of this scale are essential attributes for the role holder.   The transformation requires us to work together in teams across all functions to deliver a radically transformed customer experience. You will be motivated by the huge market opportunity in front of Simplyhealth in a moment in time where consumers have unprecedented awareness of their health needs and are adopting data and digital wellness solutions at scale globally. This is a hugely exciting opportunity to contribute positively to helping the UK population live longer healthier lives.   |
| **Your Role**  |
| The Quality Engineer will empower teams by bringing a focus to quality. As a Quality Engineer, you’ll bring expertise in test automation, quality assurance, agile processes and CI/CD, among other things. Everything can impact quality, so as a Quality Engineer you will understand all aspects of Product delivery and its relationship to quality. You’ll use this expertise to champion, evangelise, influence and advocate for quality. The role holder will bring engineering expertise, strong communication skills, user empathy, and a “creatively destructive” mindset. Working across multiple tech stacks and implementing automation, you will dive into the technical details, collaborating to design an optimal testing approach.  |
| **Your Responsibilities & Accountabilities:**  |
| * Deconstruct solutions into tests that optimise for coverage and risk
* Develop and evolve test plans for complex applications
* Create trusted test automation with high reliability and relevancy
* Assess and advise on testability of user stories including, acceptance criteria, non-functional requirements, definition of ready and the definition of done
* Assess and advise on risk and coverage
* Coach and guide the squad & stakeholders on quality
* Be an evangelist & advocate for quality within the organisation
* Build interpersonal relationships with stakeholders
* Keep up to date on new technologies, platforms & techniques
* Share what you learn with your teams and the wider organisation
* Ensure that we are moving towards the same goal of Shift Left
* Striving for higher quality, higher velocity product delivery
 |
| **Key Experience:**  |
| * Practical understanding of the key principles of Quality Assurance. The ability to translate it to IT engineering and the wider organisation
* Practical experience in functional & non-functional testing
* Practical experience implementing test techniques across different levels of testing e.g. SIT, etc.
* Practical experience in UI & API testing
* Experience in Automation Frameworks (Playwright preferred)
* Experience of a Programming and/or scripting language (JavaScript/TypeScript preferred)
* Excellent communication both verbal and written
* Experience in gathering and analysing information
* Experience in creative and critical thinking
* Mindset of ‘How do I solve a problem?’
* Understanding of Software Engineering concepts to a junior level
* Practical understanding of Automation best practice
* Understanding of the Software development Lifecycle
* Understanding of CI/CD (understanding of other DevOps concepts desirable)
* Experience of working in an Agile or collaborative Squad environment (Scrum or Kanban)
* Demonstrable experience in learning the ‘building blocks’ of an Ecosystem (Products, services, platform, process, etc.)
* Proven track record in continuous self-learning, willingness to learn
 |
| **Our Values**  |
|  Text BoxHealth and access to healthcare have never been more important. With this comes endless exciting possibilities for innovation and growth. The market is evolving quickly, so we need to ensure our customers have access to the leading-edge health solutions they expect and deserve, now, and for generations to come.  By reinventing ourselves, we will reach more customers, giving them increased access to affordable healthcare and unlocking our growth potential.  This next chapter is about transformational change for us.  Text BoxThis is our chance to get ahead and stay ahead. We will ensure our commercial success by moving into new areas of healthcare, and leading with preventative, breakthrough solutions. We will use innovative digital tools, embracing technology to create new partnerships and opportunities. We are passionate about helping every generation lead better lives and get the care they need in real time.  To make this a reality, we need to challenge our ways of working, whilst keeping the customer at the heart of everything we do. To *really* make a difference, it’ll take every single one of us across Simplyhealth to step up.      Text BoxTo act with **courage and curiosity**, so we can unlock the opportunities to help customers, colleagues, and communities. To operate with **trust and kindness**, working alongside customers, delivering what they need to live their best lives, as well as supporting colleagues as they strive to be their best. Spotlight our passion for **All together healthier**, focusing on self-care and nurturing relationships. We must ensure we are a strong team - one that’s able to build healthier lives for all. We each have an important role to play in this next chapter. Everyone has the freedom to innovate and make a difference for our customers. We need to act at pace and take on newer, braver, creative approaches. We shouldn’t be afraid to fail fast and learn quickly. By being curious and continually pushing ourselves and each other, we will find new and better ways.  |
| **Our Behaviours**  |
|

|  |  |  |
| --- | --- | --- |
| Courage and Curiosity  | Trust and Kindness  | All Together Healthier  |
| ***So we deliver profits for a purpose***  | ***Because our customers, colleagues and communities are at the heart of what we do***  | ***Enabling better health outcomes together***  |
| * We make bold decisions and take considered risks, with customer and commerciality front of mind.
* We make things happen and keep things simple.
* We always take the initiative and hold ourselves accountable for the delivery of great results.
* We ask questions and listen intently as every viewpoint and capability counts, and we have the courage to be honest and say what we think.

  | * We invest in relationships to build trust and rapport.
* We listen carefully always trying to find ways to add value.
* We treat each other with care, compassion, and kindness, celebrating and embracing differences.
* We strive to make a difference in society, unlocking opportunities for those in need.

        | * We help every generation take control of their health.
* We start with self-care so we can show up at our best, every day.
* We are full of energy and pride in what we do. We focus on self-development to learn and grow, so we can stay up to date and add value.
* We innovate and collaborate on our best ideas. Together, we can drive the changes that are needed to help our business grow, and help our customers live their best lives.

  |

  |
|   |
| * We have a ‘smart working’ policy with flexible remote working. However, there may be a requirement to attend meetings at our Hampshire head office in line with government guidelines.
* Some UK travel & overnight stays.
* Reasonable role and task flexibility expected given the seniority of the role.
* May be required to lead other business activities or projects in other parts of the Simplyhealth Group.
 |