

Standard Job Profile

POSITION TITLE:

TESTER (TEST ANALYST, TEST DESIGNER)

Profile-IT® Role Groups: Analyst Roles, Designer Roles

Profile-IT® Roles: Test Designer, Test Analyst.

STANDARD DESCRIPTION:

“The Test Analyst Role is responsible for identifying and defining the required tests, monitoring detailed testing progress and results in each test cycle and evaluating the overall quality experienced as a results of testing activities. The role typically carries the responsibility for appropriately representing the needs of the stakeholders that do not have direct or regular representation on the project.”

“The Test Designer role is responsible for defining the test approach and ensuring its successful implementation. The role involves identifying the appropriate techniques, tools and guidelines to implement the required tests, and to give guidance on the corresponding resource requirements for the test effort.”

POSITION RESPONSIBILITIES:

ITIL® Process Assignment:

- Change Management Process (Business Process Analyst, Business Designer, Test Analyst)

ITIL® Process Objectives:

Change Management Process:

- Carry out of changes in a timely manner with minimal risk and within cost constraints.

ITIL® Key Performance Indicators:

- Number of successfully introduced changes.
- Ramifications of unsuccessful changes.
- Decrease in process costs.
- Meeting deadlines.

RUP®/USDP Discipline Assignment:

- Test Discipline

RUP®/USDP Discipline Purpose:

- Test Discipline
 - Identify change defects in quality.
 - Demonstrate that assumptions in design is feasible for execution.
 - Validate the execution and function of the change.
 - Validate that the requirements are met.

Interactions:

- Change Implementation Roles: Analysts, Designer Implementers, Project Management.
- Other Operations and Support Roles: Technical Administrator, Tools Specialist, Support Analyst.

COMPETENCIES:

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Key Personality Attributes as per Gallup International StrengthFinder® Strengths:

- **Analytical:** People strong in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.
- **Focused:** People strong in the Focus theme can take a direction, follow through, and make the corrections necessary to stay on track. They prioritize, then act.
- **Responsibility:** People strong in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.
- **Adaptability:** People strong in the Adaptability theme prefer to "go with the flow." They tend to be "now" people who take things as they come and discover the future one day at a time.
- **Consistency:** (formerly Fairness) People strong in the Consistency theme are keenly aware of the need to treat people the same. They try to treat everyone in the world with consistency by setting up clear rules and adhering to them.
- **Discipline:** People strong in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.
- **Restorative:** People strong in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

Please note that these are only guidelines. Different strengths may be required based on the dynamic of the team or the organization.

Profile-IT® Role Competency:

Test Analyst Competency:

- **Knowledge of Testing Approaches, Techniques and Tools:** "Highly capable in defining the testing approaches, testing techniques and tools used for systems testing, and monitoring the overall quality of the testing effort."
- **Knowledge of Systems and Architectures Being Tested:** "I know the systems that I test well."
- **Diagnosis and Problem Solving Systems and Functional Defects:** "I am highly competent in diagnosing and solving problems with system defects."
- **Programming and De-Bugging Skills:** "I am highly competent in programming and debugging software components."
- **Experience in the Practice of Testing, and Common Systems failures and Faults:** "Competent in testing the functionality of a system and relating outcomes with the intended outcomes and role the system is to play, and I know common systems failures, faults and shortcomings of systems in meeting business value outcomes"

Test Designer Competency:

- **Knowledge of Testing Approaches, Techniques and Tools:** "I am very knowledgeable and capable of defining and specifying the testing approaches, testing techniques and tools used for systems testing."
- **Knowledge of Systems and Architectures Being Tested:** "I know the systems that I test well."
- **Test Design Experience:** "I am highly competent in designing, and planning the testing efforts for the implementation or changing of a system."
- **Programming and De-Bugging Skills:** "I am highly competent in programming and debugging software components."
- **Practice of Testing:** "I know how to test systems well."

TOOL KNOWLEDGE AND SKILL:

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To be included as per the requirements of the Position. Include technology solutions, platforms, versions etc.