

Role description

Role title:	Senior Test Analyst
Level of accountability:	Team Member
Mater Ministry:	Digital Technology and Information (DTI)
Service Stream/Department:	DTI / Data & Digital Solutions
Manager role title:	Test Lead
Date created/Reviewed:	19/08/2024

Role purpose

- The Senior Test Analyst will be **accountable** for end to end testing activities across various initiatives within DTI. The candidate will be responsible primarily for analysing requirements & designs, assisting with planning, execution and continuous improvement of testing processes

Behavioural standards

This role requires the incumbent to adhere to the Mater behavioural standards including the Mater Mission, Values, Code of Conduct, Mater Credo as well as any other relevant professional and behavioural standards, translating these into everyday behaviour and actions, and holding self and others to account for these standards.

Accountabilities

Mater requires every Mater Person to understand and deliver on a series of accountabilities that are linked to the Mater strategy, described in the table below. Each Mater Person is held accountable for his or own behaviour, performance and development, and for contribution to five strategic objectives: Safety, Experience, Quality, Efficiency and Financial Viability. In addition, Mater managers and leaders are accountable to different extents for clinical outcomes, service and operational outcomes, financial outcomes, compliance and risk, interprofessional leadership and management of performance and accountability. This role of is responsible for fulfilling the following accountabilities:

In this role	
Role requirements	Is clear on the behaviour, tasks and accountabilities that are associated with the role, fulfils mandatory and professional competency requirements, contributes to own performance development planning, proactively seeks feedback, carries out individual development plan and actively contributes to own team/s
As a Mater person	
Safety	Every decision and every action taken has safety as its guiding principle.
Experience	Consistently seeks to meet or exceed each and every person's service expectations, each and every time through the provision of differentiated customer service.
Quality	Consistently seeks to continuously improve the quality of our service, through contributing to delivering evidence based low variability healthcare
Efficiency	Seeks opportunities to deliver services for more people within existing resources, which means being innovative and focussed, and demonstrating strong stewardship of our finite resources.
Future viability	Consistently seeks to improve, innovate and evolve, through looking for new trends and opportunities which will ensure Mater can meet the challenges of the future by making sensible decisions today.

Role specific expectations

Knowledge

- Undertakes development of test cases / scripts and supports the review of test scripts against the requirements, technical specifications and solutions, including architecture and design documents. Contributes towards the frameworks used for capturing test scripts.
- Develops DTI Testing knowledge repositories ensuring they are in line with standards and regulations.
- Develops quality assurance goals and testing framework
- Provides support to training and mentoring of team members on agreed standards, technology adoption and skill gaps.
- Develops the standards towards test data and environment management.
- Is subject matter expert in a body of knowledge of trends in technology in healthcare or other industries and shares this with other team members

Problem Solving

- Implements continuous improvement activities and innovation identified.
- Able to manage multiple and changing priorities with sometimes conflicting deadlines
- Uses subject matter expertise when engaging with stakeholders to define the scope of testing, investigation and resolution of incidents
- Identifies risks that may impede testing delivery and develop mitigation plans

Accountability

- Undertakes test execution activities and supports defect management activity. Contributes towards test automation activities
- Works independently, within set guidelines, to deliver professional, timely and effective services for complex solutions in all stages of software development life cycle with limited direction.
- Provides expert advice in the development of test summary reports
- Provides expert advice for the development of test strategy and plans, adhering to testing standards and guidelines to achieve high quality business outcomes
- Provides expert advice for the coordination of User acceptance test Phase

Qualifications

What qualifications does the incumbent need to do the job?

Essential

- Bachelor's Degree in computer science, IT or something relevant to software testing
- Prior experience in the Health Industry
- Demonstrated experience as a Test Analyst

Desirable

- ISTQB Certification – Foundation Level
- Experience in designing and implementing organisational change and efficiency improvement initiatives.

Clinical / technical competencies

- **General**
 - Demonstrated experience in the planning of system testing activities within a large complex environment
 - Demonstrated experience in working in clinical and critical applications including integration with HL7 and other clinical messaging services.
 - Expert knowledge on testing methodologies, tools, and techniques
 - Experienced working in Agile, Waterfall delivery models
 - Demonstrated experience in testing applications and managing execution using Azure DevOps
 - Expert levels of both written and verbal communication skills.
 - Proficient in the use of Word, Excel, PowerPoint, and MS Project or similar products

- **Desirable Experience in the role**
 - Automation tools experience - Selenium, UI Path, Katalon or similar other tools
 - Is naturally curious about external or internal customer processes and problems, and is obsessed with solving those problems effectively
 - Ability to program in various programming languages as part of automation capability uplift – C# / . Net / Java based technologies / Python
 - Experience in health care industry
 - Knowledge on testing interfaces – API
 - Knowledge on FHIR health care data exchange standard

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Capabilities

Mater's core capabilities	Elements	Required proficiency for role ¹				
		Foundation (Team Member)	Proficient (Team Leader)	Skilled (Manager)	Expert (Director)	Mastery (Executive)
Building high-performance interprofessional teams: Builds high performance interprofessional teams by developing talent and building trust	Vision and direction Implementation of strategy Interprofessional practice and education Team leadership Team development Identifying and nurturing talent Building trust	✓				
Accountability: Role models respectful accountability, effectively holds self and others to account through constructive feedback and dialogue	Holding to account Feedback and dialogue Drive for results	✓				
Learning Agility: Is comfortable with complexity and ambiguity, rapidly learns and applies new skills and is successful in first time challenging situations	Comfort with ambiguity Applies learning to achieve success in challenging first-time situations Critical thinking		✓			
Enacting behavioural change: Skilled at enacting sustainable behavioural change in people (through workflows, habits and clinical practice) to achieve improvements	Influencing perception Generating emotional responses (tempered by rational responses) Shaping behavioural decision making Mobilising and sustaining behaviour change		✓			

¹ Proficiency descriptors

- **Foundation:** demonstrates application of capabilities for performing core requirements of the role **and**
- **Proficient:** demonstrates application of capabilities to others in team **and**
- **Skilled:** developed capability in others in a proactive and structured manner **and**
- **Expert:** mobilises collective capability across teams **and**
- **Mastery:** is a role model within and outside the organisation and expertise as a leader in field is sought out