

Software Test Engineer

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| Department: | <i>Engineering</i> |
| Reports To: | <i>Engineering Test Lead or Manager</i> |
| Supervises: | <i>None</i> |
| FLSA Classification: | <i>Exempt</i> |
| Approved By: | <i>Bryan DeMaster</i> |
| Revision Date: | <i>12/7/18</i> |

JOB PURPOSE or SUMMARY:

The software test engineer verifies the design and validates the usability of software created by the development group through the use of manual and automated testing, assuring a positive user experience.

ESSENTIAL DUTIES and RESPONSIBILITIES:

| | <i>% of Total Time</i> |
|--|------------------------|
| • Develop, execute, and document manual or automated tests | 65 |
| • Participate in requirements, design, and code reviews | 15 |
| • Identify (defining severity and priority), track, and close software defects | 10 |
| • Assist in test plan development | 5 |
| • Miscellaneous | 5 |

An individual in this position must be able to successfully perform the essential duties and responsibilities listed above. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.

The above list reflects the general details necessary to describe the principle and essential functions of the position and shall not be construed as the only duties that may be assigned for the position.

CORE COMPETENCIES:

Required:

- Experience developing test cases based on requirements and design documentation
- Experience using revision control, requirements, and bug tracking software
- Knowledge of standard programming and testing concepts, practices and procedures
- Highly organized with strong attention to detail and good problem solving skills
- Good verbal and written communication skills
- Ability to participate in and influence cross-functional teams
- Ability to work on and complete varying tasks in a timely manner

Preferred:

- Experience creating and executing automated tests
- Familiarity with cloud-based testing to simulate real-world environments
- Experience developing test cases based on an understanding of source code



- Experience with Linux administration and console
- Experience in usability testing (user-centered interaction)
- Ability to setup and utilize common test equipment (e.g. power supplies, multimeters, oscilloscopes, etc.)

MINIMUM QUALIFICATIONS:

Education: BS in Software Engineering, Computer Engineering, or similar

Experience and/or Training: 2-5 years of experience in software test or similar role

Licenses/Certificates: None (CSQE certification a plus)

Technology/Equipment: Proficiency in a common programming language (e.g. C, C++, C#, LabView, etc)

PHYSICAL AND MENTAL DEMANDS:

While performing the duties of this job, the employee is frequently required to sit, talk and/or hear, and/or use hands to finger, handle, or touch objects, tools, or controls. The employee is occasionally required to stand, and/or walk. The employee must occasionally lift and/or move up to 10 pounds while moving files or small packages. Specific vision abilities required by this job include close vision and the ability to adjust focus. The mental and physical requirements described here are representative of those that must be met by an individual to successfully perform the essential functions of this position.

WORKING ENVIRONMENT:

Work is performed in an office environment. The noise level in the work environment is usually moderate. Infrequent travel to a customer’s location may be required. The work environment characteristics described here are representative of those an individual encounters while performing the essential functions of this position.

I have read and understand the duties, responsibilities and requirements for this position.*

Employee Acknowledgement

Date

*This document does not create an employment contract, implied or otherwise, other than an "at-will" employment relationship. HED, Inc. retains the discretion to add duties or change the duties of this position at any time.