

JOB SPECIFICATION & RECRUITING PROFILE OF VACANCY

2 September 2016

The following vacancy exists at NSFAS.

Position	Software Tester	Type & Grade	Permanent, Grade 9
Vacancy No	32 of 2016/17		
Department & Unit	ICT Department		

POSITION OVERVIEW


The successful applicant will be required to perform ICT system testing of applications and reports. In addition, the candidate will be responsible for defect management, issue resolution and escalation. The individual will be required to have good problem solving skills, an eye for detail, with previous exposure to the full ICT testing life cycle.

The candidate should have broad exposure to all aspects of testing, including functional, non-functional, load, stress and usability. The candidate should also have a good appreciation of software development (predominantly in a Java and SQL environment) and be able to work within an SDLC process.

RESPONSIBILITIES

Given the new student centred model implementation with its resultant vibrant, technologically savvy and high performance organisational culture, the following Key Performance Areas will be expected:

- Meet with business users and understand functional requirements and UAT test criteria;
- Create and update test cases from business requirements and carry out test plans;
- Perform the various phases of functional and non-functional testing;
- Create and execute automated tests;
- Log defects found during testing and monitor their progress in resolution;
- Manage testing timelines and associated communication; and
- Perform UAT training and support.
- Experience using various test automation tools;
- Perform regression and ad hoc testing of system components potentially affected by system changes; and

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- Actively participate in daily Scrum and project planning meetings.

DESIRED SKILLS AND EXPERIENCE

Minimum requirements:

- BComm degree in Information Systems, or similar qualification
- ISTQB/ISEB Foundation Certification in Software Testing.
- Minimum of 3 years' experience as a tester

Beneficial skills and experience

- SQL and Java development
- Understanding of the higher and further education and training sector in South Africa

Competencies

- Create and maintain test cases;
- System integration and User acceptance testing experience;
- Experience in web-based and Windows applications;
- Solid experience in databases and user interface testing;
- Skill and experience in writing Microsoft SQL queries;
- Fully Microsoft Office literate with advanced level Excel skills;
- Experience with automated testing tools highly desirable;
- Understanding / experience of test methodologies and techniques;
- Creation and execution of automated tests;
- Thorough application/report testing (delivers a high quality product to the business for UAT);
- UAT training and support;
- Defect tracking and resolution thereof; and

Personal attributes

- Willing and wanting to work flexible times as required;
- Goal-oriented;
- Passionate about problem solving;
- Detail focused;
- Excellent time management;
- Excellent written and verbal communication skills;
- Confident, enthusiastic and self-motivated;

- Ability to work independently as well as part of a team;
- Ability to understand new systems quickly; and
- Must be able to work well under pressure and meet deadlines

REMUNERATION & BENEFITS

Remuneration Package: R427 144 – R503 138

Total Cost to Company per annum inclusive of all benefits and company contributions.

Benefits and Conditions: Compulsory Medical Aid, Pension Fund & Annual Bonus

Included in the above remuneration is the company contribution to our compulsory pension fund (15%), medical aid contributions and an annual bonus.

Closing date: 23 September 2016.

PLEASE NOTE

NSFAS do not consider late applications

Internal NSFAS Staff on Leave must ensure that they check the NSFAS portals for advertised vacancies and familiarize themselves with the respective closing dates

Interested applicants should send detailed Curriculum Vitae, copies of academic qualifications and names of three contactable referees to Ms. Thokozile Mnikina via email jobs@nsfas.org.za

EMPLOYMENT EQUITY:

“NSFAS is committed to employment equity. Preference will be given to candidates who improve employment equity targets and ratios.”

RECOGNITION OF PRIOR LEARNING:

NSFAS may recognise experience in lieu of the Minimum Stipulated Formal Qualifications on condition that the Experience is Specific, Relevant and Appropriate for the vacant position as part of Recognition of Prior Learning (RPL) measures. The assessment of suitability is at the sole discretion of NSFAS, and no further correspondence would be entered into regarding the outcome. In this regard, candidates are required to include this aspect in their motivation letter for consideration, and may be required to undergo a competency evaluation prior to appointment.