JOB PROFILE FORM

1. JOB DETAILS

WAP (Admin ONLY):

Position Title: Testing Tech Lead – Asset Domain

Team: Dist and Growth Tech Team

Division: Asset Transformation and Technology

Group: Service Futures

Reports to (Role Title): Head of Technology

Number of Direct Reports: N/A

Budget Mgt Accountability (Opex & Capex Amounts): N/A

2. WHAT DOES THIS JOB DO?

Job Purpose:

The Asset Domain Test Tech Lead is accountable for the technical leadership of testing across Asset Domain initiatives, establishing robust testing practices that improve software quality, reliability, security, and confidence in production releases.

The role leads and coordinates testing across the delivery lifecycle, bringing together developers, testers, business stakeholders, and Delivery Partners to ensure effective test planning, execution, defect resolution, and quality management from System Integration Testing through to User Acceptance Testing.

A core responsibility of the role is to mature test automation across the domain. This includes defining the automation strategy and technical standards, designing and maintaining reusable automation frameworks, developing automated test scripts, and identifying opportunities to progressively reduce reliance on repetitive manual testing.

As a hands-on technical lead, the role is expected to contribute directly to testing and automation delivery while mentoring and uplifting the broader testing team, embedding sustainable practices and building stronger internal capability.

Responsibilities (20 dot points or less):

Planning and Strategy

- Lead the implementation of the testing activities from manual-heavy approaches to automation-first practices, enabling scalable, repeatable, and efficient testing with the Division
- Define the test automation approach for each project, including what to automate, at which layer (unit, API, integration, UI), and the target coverage, so that automation effort is prioritised by risk and ROI.

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- Partner with the Central Testing/Quality Practice to implement enterprise testing and automation standards within Asset Technology, contribute reusable automation components and lessons learned, and provide domain input into the ongoing evolution of enterprise testing practices.
- Evaluate and implement AI-driven testing, predictive analytics, and continuous monitoring in partnership with the Central Testing/Quality Practice

Test lifecycle ownership

- Lead and coordinate testing activities across the delivery lifecycle, including SIT, API, integration and regression testing, and support business-led UAT, ensuring agreed entry and exit criteria, requirements traceability, defect management and test evidence are consistently applied.
- Lead SIT delivery with Delivery Partners, setting clear expectations on test readiness and automated test deliverables, running joint defect triage, and holding vendors accountable to agreed quality standards and timelines.
- Design and build automated API test suites to validate integrations, data flows, and service contracts, ensuring end-to-end integration integrity before progressing to higher test phases
- Build and maintain an automated regression suite that runs with every release through CI/CD, protecting existing functionality, reducing defect leakage, and giving confidence in solution stability ahead of go-live.
- Establish test data management strategies, including synthetic and masked data provisioned for automated execution, that maximise coverage while meeting data privacy, security, and regulatory obligations.

Team Enablement & Capability Building

- Assess the team's current automation capability, identify skill gaps, and put in place development pathways that support manual testers transitioning into automation roles.
- Create and maintain reusable automation assets, templates, and clear documentation so the team can adopt standards and contribute to frameworks independently.
- Build shared automation ownership with developers and Delivery Partners, supporting shift-left practices where developers contribute to and maintain automated tests.
- Actively contribute to the cross-domain testing community of practice, sharing automation patterns, lessons learned, and tooling experiments with the wider QA community.
- Promote a culture of innovation and continuous improvement, encouraging the team to trial new tools and techniques, including AI-assisted testing, and share learnings with the Central Testing/Quality Practice.

Enterprise Influence & External Vendor Engagement

- Build strong relationships with Delivery Partners and embed testing and automation requirements into RFT and SoW documents, so partners are contractually committed to automated test deliverables and agreed quality standards.

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- Review and challenge Delivery Partner test approaches, holding them accountable through governance forums and ensuring automated test assets are handed over in a maintainable form so YVW retains regression capability after go-live.
- Represent Asset Technology in cross-domain testing forums, providing domain perspectives, lessons learned and technical input to support the evolution of enterprise testing and automation practices.

3. WHAT ATTRIBUTES ARE REQUIRED TO UNDERTAKE THIS JOB?

3A. WHAT KEY SKILLS OR EXPERIENCES ARE REQUIRED TO COMPLETE THIS JOB?

Skill/ Experience	**Level of Skill/ Experience** i.e. Basic / intermediate/ Advanced	**Years of Experience**
Test automation strategy (frameworks, governance, adoption)	Advanced	7
Test automation tools – Karate, Gatling, JMeter, Selenium, Postman or equivalent	Advanced	7
Programming languages – Java or Python or equivalent	Intermediate	5
Automation within DevOps pipelines (CI/CD, Docker, Jenkins, Bitbucket, Confluence)	Advanced	5
IT SDLC, Solution Architecture, and Quality Engineering practices (Shift-left, TDD, BDD)	Advanced	10
Performance, security, mobility, regression, and integration testing (manual and automated)	Advanced	7
Stakeholder management and cross-domain influence	Advanced	10
Experience with agile delivery and operations	Advanced	7
Coaching and mentoring (building automation capability in others)	Advanced	7

3B. WHAT DEVELOPMENT BUILDS THE CAPABILITY FOR THIS ROLE?

PEEPS will capture training or certifications that a person requires to undertake their job activities. When completing this section, do not only consider performance effectiveness, but also consider auditing and safety compliance requirements. When a person is associated with a job, but does not have the required skills, the manager and person will be notified.

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Qualifications / Certificates	Mandatory/ Highly Desirable/ Suggested?	Method of Training (e.g. certificate, ticket, observation, on-the-job etc....)	Renewal Required (Y/N/Unsure)	Renewal Frequency (e.g. Never, 1 year, 5 years etc....)
ISTQB Foundation (or equivalent testing certification)	Mandatory	Certificate	N	Never
ISTQB Advanced – Test Automation Engineering (CTAL-TAE)	Mandatory	Certificate	N	Never
ISTQB AI Testing (CT-AI) or equivalent AI-in-testing training	Desirable	Certificate	N	Never
Tool certification in any Test automation stack (e.g. Tricentis Tosca, Playwright, Selenium)	Desirable	Certificate	N	Never
Cloud or DevOps fundamentals (e.g. Azure Fundamentals, AWS Cloud Practitioner)	Desirable	Certificate	N	Never

3C. WHAT ARE THE CRITICAL PERSONAL ATTRIBUTES REQUIRED FOR THIS JOB?

Personal Attributes *i.e., such as resilience, emotional intelligence*	• **Leads by example**: Actively involved in building automation alongside the team • **Curious and adaptable:** eager to learn new tools, frameworks, and AI-assisted testing approaches, and open to changing course when something better emerges. • **Resilient under pressure:** stays calm and focused through tight timelines, go-live pressure, and competing priorities. • **Courage and integrity:** confident to call out quality risks and challenge Delivery Partners or stakeholders constructively, even when the message is unwelcome. • **Attention to detail with a big-picture view**: precise in the work while keeping sight of business outcomes and why quality matters. • **Ownership and accountability**: takes responsibility for quality outcomes and follows through without needing to be chased.

3D. WHAT ARE THE KEY PHYSICAL, PSYCHOLOGICAL OR ENVIRONMENTAL REQUIREMENTS OF THE ROLE?

Key requirements *i.e. required to lift heavy boxes, repetitive work, dealing with irate customers* *Note: some field-based roles will need to complete additional requirements for the role*	Hybrid working - meeting stakeholders, leaders and impacted teams at the Mitcham office and at other sites as directed (e.g. treatment plants) to build a strong understanding of the YVW "business" and to develop effective relationships with stakeholders. This role may require out of business hours responses due to the nature of the role and the operational requirements.

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4. WHAT CAREER PATH IS POSSIBLE IN THIS ROLE

PEEPS will hold career path information for jobs within the organisation. This will feed into the PEEPS career and succession planning functionalities. For this job, consider what jobs within the organisation precede and proceed this from a career pathways perspective. Feel free to enter more than one job.

Role before (Name, Team, Division)	Senior Test Analyst, Asset Technology, AT&T Division	
Role after (Name, Team, Division)	Testing Center of Excellence Lead, TS&P Division	

5. CHECKPOINT

Is this a *Critical Worker* role requiring an AusCheck	☒ No ☐ Yes
Does this role require	☒ Police check ☐ Working with children ☐ Victorian Drivers License
Comments	