Job Specification
(2018HB33)

Role:	Quality Assurance, Umhlanga
Reporting to:	Lead Tester, Umhlanga
Employment status:	Permanent

Introduction

At Healthbridge we believe in transforming healthcare to enhance people's lives. We creatively look for ways to make healthcare more affordable, accessible and effective for everyone. Our innovative solutions ensure that patients, healthcare providers and other role players in the healthcare ecosystem benefit by collaborating together.

We seek high performers with a positive, growth mindset who will thrive in a culture based on strong values, accountability, openness, collaboration and no politics.

Team Mission

Healthbridge switching products (e.g. claims, eRAs, Benefit Checks, etc.) have been the core of the Healthbridge business and they will continue to be that for the foreseeable future. While there has been considerable market pressure for Healthbridge offerings in this space, it is absolutely essential for Healthbridge to continue with long-term investment in the switching segments (mass market and corporate).

This investment will have two components – expansion and innovation of Healthbridge offerings in the Switching segments as well as a drive, through the use of technology, for more competitive cost to serve products and offerings.

Healthbridge Switching platform is over 15 years old and it is a fairly complex interconnection of systems on which almost 5000 Healthbridge clients depend on in order to daily transact.

Role Purpose

- The purpose of this role is to ensure quality and reliability of changes and enhancements, by conducting an objective assessment of the product based on appropriate criteria, real and perceived quality, conformance to standards and detection of defects to our web based medical software.

Description

- In this role, you will be working on a number of projects and enhancements touching Healthbridge's Switching platform. Given the limited capacity of your team and aggressive delivery of the new functionality, to succeed you will need to working closely with requirement and development on projects, be very meticulous and methodical with your upfront planning, have an eye for detail, have system thinking and be able to leverage of automation whenever possible.

- You will know that you have achieved this as time to market to deliver new capabilities in Switching streams is continuously getting shorter, with a rock solid digital experience of Healthbridge clients and quality assurance being an integral part of anything what the Switching does.

Job Requirements

Qualifications & Experience

- Ability to test web based applications compulsory

- Must have an IT Degree or Diploma and applicable training in the QA field.

- Minimum 2 years of experience in software testing

- Experience with testing automation

- Experience with Agile projects

- Minimum 1 years of experience in healthcare preferred

- Previous experience in software development advantageous

Knowledge and Skills

- Deep understanding of a holistic picture for Quality Assurance including functional, performance and capacity testing, and how it interlinks with the modern and agile software development methodologies

- In-depth knowledge of Healthbridge switching platform and QA and production environment

- Systems Thinking – the ability to see how parts interact with the whole (big picture thinking)

- Ability to perform both white and black box testing

Behavioural Competence

- Good problem-solving and analytical abilities, with high attention to detail.

- Logical & Critical thinking skills with ability to learn at a steady pace.

- High level of professional flexibility and openness to innovative new ideas

- Ability to think outside of the obvious or traditional solution or norms

- Client (internal and external) service orientation

- Ability to self-manage, self-organise and work autonomously

- Ability to operate in a dynamic environment with less clarity and certainty

- Flexibility to interact in a broader environment where various stakeholders have different cultures, skills, abilities or different approaches in working towards a set goal.

- Strong ability and willingness to learn and have an open mindedness to different approaches, ideas and points of view

- Ability to recognise the constructive feedback in any critique

- Experience in working with remote teams where distance, language or other barrier may be a challenge

- Growth mindset attitude

- Continual learning and self-development

Technical competence
- Structured test methodologies

- Understanding of modern SDLC approaches (e.g. Agile, RUP, etc.)

- Functional testing (analysis, design and execution)

- Load testing

- Performance testing

- Test and regression automation

- Development and / or scripting skills in common languages or automation scripting (e.g. Java, etc.) will be advantageous

- Database skills (SQL/TSQL)

- Knowledge of automated testing tools and CI tools. Knowledge of Jenkins and Selenium highly desirable