JOB TITLE: Junior Software Engineer in Test

DEPARTMENT: Engineering

REPORTS TO: VP of Software and Test Engineering

SUMMARY: The Junior Software Engineer in Test will work closely with the software development team, execute test cases, develop test automation software, record results and provide feedback to software development engineers for a variety of software platforms; including in-house production tools, customer applications, embedded platforms and back-end web services.

DUTIES AND RESPONSIBILITIES:

· Promote quality in the development process: requirements, assumptions, risks, test plan, test cases, task/ticket breakdown, unit test, integrate, system test, debug, and reviews at appropriate stages.

· Create and manage test plans and test cases from requirements and design specifications to assure and increase software product quality.

· Review, setup and execute test cases, test sets and test plans, both manual and automated.

· Track, document and report test results and defects.

· Participate in code review and bug scrub.

· Develop and manage test automation software and scripts using modern software coding standards and practices.

· Isolate and report defects to software engineers.

· Setup and operate hardware, test, and support equipment to facilitate execution of test cases.

· Work within the Software Development framework, which promotes development iterations, open collaboration, and adaptability throughout the life cycle of the project.

· Continuously improve and promote quality.

· Demonstrate accuracy and thoroughness.

· Perform other related duties as assigned by management.

QUALIFICATIONS:

· Bachelor's degree or higher in Computer Engineering, Computer Science or Electrical Engineering (with an emphasis on Software Development). Internship level experience desired.

Priority Qualifications:

· Knowledge of Embedded Devices (Memory, Storage, I/O, Networking, etc.)

· Knowledge of Linux and Embedded environments.

· Experience developing software with Python, Java, C or other high-level language.

· Knowledge of defect tracking systems (i.e. Jira, Bugzilla, etc.).

· Experience with basic electronic test equipment, voltmeters, power supplies, serial ports, etc.

· Experience with source control systems, desirable (Git, Perforce, etc.).

· Knowledge of test management systems, desirable (i.e. Xray, Zephyr, TestRails, Testlink, etc.).

· Strong written and verbal skills with the ability to present data collected in a logical manner utilizing programs such as Word, Excel, and PowerPoint.

· Ability to work well and contribute in a collaborative environment.

Bonus Qualifications:

· Experience developing applications or test automation software in languages such as C/C++, C#, .Net, SQL; big bonus points.

· Knowledge of Web API Testing (i.e. Postman, SoapUI, JMeter, etc.), helpful.

· Knowledge of automotive communication protocols (i.e. CAN, J1939, etc.), helpful.

· Knowledge of black/white/gray testing, helpful.

· Knowledge of test and diagnostic equipment such as an oscilloscope, spectrum analyzer, power meter, vector network analyzer, DVM, signal generator, environmental test equipment and specialty test apparatus, helpful.

· Knowledge of wireless (Satellite, Cellular, Wi-Fi, BT), helpful.

· Knowledge of networking and client/server concepts, helpful.

COMPETENCIES:

- Diversity - Demonstrates knowledge of EEO policy; Shows respect and sensitivity for cultural differences; Educates others on the value of diversity; Promotes a harassment-free environment; Builds a diverse workforce.
- Ethics - Treats people with respect; Keeps commitments; Inspires the trust of others; Works with integrity and ethically; Upholds organizational values.
- Adaptability - Adapts to changes in the work environment; Manages competing demands; Changes approach or method to best fit the situation; Able to deal with frequent change, delays, or unexpected events.
- Analytical - Synthesizes complex or diverse information; Collects and researches data; Uses intuition and experience to complement data; Designs work flows and procedures.
- Attendance/Punctuality - Is consistently at work and on time; Ensures work responsibilities are covered when absent; Arrives at meetings and appointments on time.
- Cost Consciousness - Looks for cost savings opportunities; Conserves organizational resources.
- Dependability - Follows instructions, responds to management direction; Takes responsibility for own actions; Keeps commitments; Completes tasks on time or notifies appropriate person with an alternate plan.
- Design - Generates creative solutions; Translates concepts and information into images; Uses feedback to modify designs; Applies design principles; Demonstrates attention to detail.
- Initiative - Undertakes self-development activities; Seeks increased responsibilities; Looks for and takes advantage of opportunities; Asks for and offers help when needed.
- Interpersonal Skills - Focuses on solving conflict, not blaming; Maintains confidentiality; Listens to others without interrupting; Keeps emotions under control; Remains open to others' ideas and tries new things.
- Motivation - Sets and achieves challenging goals; Demonstrates persistence and overcomes obstacles; Measures self against standard of excellence; Takes calculated risks to accomplish goals.
- Oral Communication - Speaks clearly and persuasively in positive or negative situations; Listens and gets clarification; Responds well to questions; Demonstrates group presentation skills; Participates in meetings.
- Organizational Support - Follows policies and procedures; Completes administrative tasks correctly and on time; Supports organization's goals and values; Benefits organization through outside activities; Supports affirmative action and respects diversity.
- Planning/Organizing - Prioritizes and plans work activities; Uses time efficiently; Plans for additional resources; Sets goals and objectives.
- Problem Solving - Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions; Works well in group problem solving situations; Uses reason even when dealing with emotional topics.
- Professionalism - Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of their status or position; Accepts responsibility for own actions; Follows through on commitments.
- Quality - Demonstrates accuracy and thoroughness; Looks for ways to improve and promote quality; Applies feedback to improve performance; Monitors own work to ensure quality.
- Safety and Security - Observes safety and security procedures; Determines appropriate action beyond guidelines; Reports potentially unsafe conditions; Uses equipment and materials properly.
- Teamwork - Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Contributes to building a positive team spirit; Puts success of team above own interests; Able to build morale and group commitments to goals and objectives; Supports everyone's efforts to succeed.

- Technical Skills - Assesses own strengths and weaknesses; Pursues training and development opportunities; Strives to continuously build knowledge and skills; Shares expertise with others.
- Written Communication - Writes clearly and informatively; Edits work for spelling and grammar; Varies writing style to meet needs; Presents numerical data effectively; Able to read and interpret written information.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to stand, walk, sit, and talk or hear. The employee must occasionally lift and/or move up to 25 pounds. The employee must occasionally crouch, stoop, or reach. Specific vision abilities required by this job include close vision, color vision, depth perception, and ability to adjust focus. The noise level in the work environment is usually moderate.

WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually moderate.

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The above is intended to describe the general content of and requirements for the performance of this job. It is not to be construed as an exhaustive statement of duties, responsibilities or physical requirements. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

ACKNOWLEDGEMENT

I have read the foregoing job description and understand the responsibilities of the job. I agree that I am able to perform the essential duties of this position.

_____   _____
Employee Name   Manager Name

_____   _____
Employee Signature   Manager Signature

_____   _____
Date Signed   Date Signed