QA Engineer

Starling Minds Inc.

Summary of Role

As a member of Starling’s agile software development team and working in close collaboration with Product Management, Java developers, front-end programmers and UX designers, you’ll be helping to ensure the quality of Starling’s mental health products. You will develop optimal test strategies, prioritize and write automated unit and end-to-end tests in for both the back and front-end, and otherwise ensure quality around releases. An ideal candidate will be familiar with using testing frameworks such as JUnit, Cypress, Mocha or other Java & JavaScript based testing tools. As an agile practitioner, you consistently and constructively participate in all team practices: sprint planning, daily standups, estimation, backlog grooming, sprint demos and retrospectives. You will be the only dedicated QA resource on the development team, so the right personality, skills and experience are critical to success.

Responsibilities

- Reviewing quality specifications and technical design documents to provide timely and meaningful feedback
- Creating detailed, comprehensive and well-structured test plans and test cases
- Estimating, prioritizing, planning and coordinating quality testing activities
- Design, develop and execute automation scripts using open source tools
- Identify, record, document thoroughly and track bugs
- Perform thorough regression testing when bugs are resolved
- Develop and apply testing processes for new and existing products to meet client needs
- Liaise with internal teams (e.g. developers and product managers) to identify system requirements
- Monitor debugging process results
- Investigate the causes of non-conforming software and train users to implement solutions
- Track quality assurance metrics, like defect densities and open defect counts
- Stay up-to-date with new testing tools and test strategies

Skills and Requirements

- At least one year of professional experience with responsibility for quality, and preferably three or more
- Strong knowledge of software QA methodologies, tools and processes
- Experience in writing clear, concise and comprehensive test plans and test cases
- Hands-on experience with both white box and black box testing
- Hands-on experience with automated testing tools
- Solid knowledge of SQL and scripting
● A keen eye for detail and design

Nice to haves

● Knowledge writing tests for single page/component-based applications
● Experience with Vue.js
● Experience working in an Agile/Scrum development process
● Experience with performance and/or security testing is a plus
● BS/MS degree in Computer Science, Engineering or a related subject

Job Details

● Reports to: VP Engineering
● Full time, permanent (40 hours/week)
● Salary $55,000+, dependant on experience
● Starling Minds is located in Vancouver, BC (Gastown neighbourhood)

About Starling Minds

Starling Minds offers the leading scientifically-based mental health platform for organizations looking to take a proactive approach to promoting mental well-being in the workplace.

Our powerful online platform provides the knowledge, tools, and techniques to support, empathise with, and rehabilitate workers who are coping with anxiety, and depression when they need it most - any time, any place.

Organizations who chose Starling Minds receive responsive support, periodic reports, and a customized success plan to facilitate a healthier, happier workplace.

Workers who use Starling Minds are more resilient and better equipped in the face of adversity, resulting in more confident leadership, stronger team, and greater productivity.

Starling Core Values

Starling staff must represent our three core values: Empathy, Growth and Confidence with self-awareness and humility. Candidates for this role must be able to model these values in their own lives, within our team environment and work to instil these values within our customers.
How to Apply

Desired target audience: Recent Graduates (1-3 years experience)
Required documents: Resume and Cover Letter
Time commitment required/type of position: Full time, Permanent (40 hours/week)
Skills (technical and otherwise) required: See above
Application method: Please email required documents to: admin@starlingminds.com with subject line “QA Engineer - Your Name”
Application deadline: Please apply as soon as possible. Looking to hire with a start date in February 2019.