

# QA Automation Engineer

(Agile, Automated Testing, Scripting, Cybersecurity)

Remote (CET +/- 2 hours), including equity

We are seeking a QA Automation Engineer to join our exciting start-up, working within a high performing agile engineering squad, and playing a key role in building and delivering OutThink's ground-breaking SaaS (Software as a Service) Cybersecurity Human Risk Management Platform.

The platform provides innovative and just-in-time learning experiences, nudges, and simulations to hundreds of thousands of users around the world via both desktop and mobile devices. At the same time, the system monitors training responses, collects security system data and continually gathers feedback. All this data is collated and processed by our cloud engines in Azure, culminating in the provision of sophisticated predictive human risk management models. Our models can drive automated countermeasures, and present analysis results via the delivery of highly visual and interactive on-line dashboards.

## The Role

You will be the QA Automation Engineer within one of our high-performing agile engineering squads, incorporating a product owner and several software developers.

Within this squad, you will play a pivotal role in the delivery of our platform, ensuring a high level of quality. You will be hands-on, spending most of your time developing automated test frameworks. You will recommend tools and technologies as appropriate. This role also involves manual testing of our platform as you work closely with the team to ensure quality sprint deliveries.

This is a predominantly remote role in a remote team where open feedback, new ways of working, and thinking out of the box is not only encouraged but expected.

## Responsibilities

- Take part in all activities relating to the Agile process; planning, stand-up, grooming, estimation, and retrospectives, promoting transparency and collaboration.
- Work closely with software engineers, DevOps engineers and other QA engineers to define good testing practices and techniques and contribute to the development of a product-minded culture.
- Build test automation frameworks.
- Write up customer journey flows that need to be tested on a recurring basis.
- Perform manual testing wherever necessary.
- Investigate complex issues to build resolution strategies.
- Work with the Product Owner to review user interfaces for consistency and identify any potential problems that users might encounter.

- Identify QA process bottlenecks and suggest actions for improvement and participate in the continuous improvement of our testing practices.
- Define acceptance criteria for tests.
- Advocate for overall product quality and testing.

### **What You'll Need**

- 3+ years' experience as a QA Engineer working in an agile team working on a digital (preferably SaaS) product.
- A good degree in a numerate or semi-numerate field, such as Engineering, Physics, Mathematics or Computer Science.
- Strong experience in automated testing, using tools such as Selenium, or equivalent.
- Hands-on experience with building automated test frameworks.
- Strong experience in manual testing, test organization, test execution and reporting.
- Experience writing test plans, crafting test cases and debugging.
- Understanding of CI/CD pipelines and release approval processes.
- A decent understanding of BDD/TDD principles and unit/end-to-end testing.
- Experience in working in cross functional teams.
- Calm composure in handling stressful scenarios and tough clients.
- Possess excellent communication skills and proven experience with best software practices and methodologies.
- Self-starting, self-motivated, self-directed, and self-sufficient.
- Excellent verbal and written communication skills and confident presenting your work and representing the team at all levels.
- Good mastery of English.
- Experience and a deep interest in new technology and innovation.
- Ability to learn new processes and concepts fast with a demonstrated sense of curiosity.
- Intrinsic drive and motivation to build a 'world first' and share our start-up vision.

### **Desirable**

- Cybersecurity experience.
- Working experience with JIRA.

### **In Return You Will Receive**

- An opportunity to help build a new, highly sophisticated cloud-native platform.
- An opportunity to work with some of the most modern and leading-edge cloud-based technologies available, working closely with top experts in the industry.
- Great start-up culture in a fun, friendly, and hardworking team.
- Flexible remote working
- Competitive salary
- Share options package - a rare opportunity to get in early and have a stake in what could potentially be a unicorn start-up, with a huge financial payback.
- 34 days paid holiday (including public holidays).
- Plus, an extra day off on your birthday!

## About the company



OutThink is a young start-up using some of the latest technologies and methodologies to build the world's first truly predictive Human Risk Management Platform (SaaS).

We are building an innovative, disruptive solution, OutThink is the evolution of traditional security awareness training. Used by large, complex organisations around the world, the OutThink SaaS platform has been developed specifically to identify, measure human risk, and affect behaviour change.

OutThink is headquartered in the UK but has been a remote-first company since before the pandemic, with employees working from locations including Spain, UK, Bulgaria, and United Arab Emirates. We use the latest collaboration tools to ensure a productive working environment.

We soon expect to be meeting up again in locations across Europe to socialise and for a much needed catch-up.