

Testing Analyst PL8

Core information

Location: Magna Park/Fenny Lock	Profession: Operational Delivery
Reports to: Testing Analyst PL7	
People Management: No	Assignment Management: No
Partnership Level: Partnership level 8	Manager's Partnership level: Partnership level 7
Number of direct reports: 0	Partnership level(s) of direct reports: None

About the John Lewis Partnership

The Partnership is the UK's largest employee-owned business and home to our two well-loved retail brands - John Lewis & Partners and Waitrose & Partners, as well as expanding into new areas beyond retail.

We aren't an ordinary business though. The Partnership is different because everyone who works here isn't just an employee. We are Partners, with a shared responsibility for our success, and we share the rewards when we're successful.

Everything we do is powered by our unique purpose: **Working in Partnership for a happier world.** Our Purpose inspires our principles, drives our decisions and acts as our guide, so that everything we do contributes to Happier People, Happier Business and a Happier World.

Critical purpose of the role

To carry out functional and regression testing of a medium to small, clearly defined workstream, so that it meets specified requirements.

Primary Outcomes & Accountabilities

- Carry out all activities, and produce deliverables, according to agreed development methodology.
- Support other activities as assigned by Management
- Work under routine, regular (not daily) supervision.
- Plan, schedule and monitor own tasks (own time vs quality of output).
- Work without frequent reference to others.
- Independently resolve minor problems or enquiries, once direction has been given.
- Perform a range of activities, in a variety of structured work situations.
- Manage own time effectively.
- Identify easily recognisable risks and escalates to a higher level.
- Show initiative in carrying out day to day work.
- Develop an understanding of and use appropriate sensitivity when dealing with the Partnership's stakeholder environment.
- Develop understanding and appropriate usage of Partnership methods, tools and applications.

Measures of success

- Design and delivery of high quality solutions
- Operational support of services within agreed SLAs and targets
- Demonstrate the ability to Plan, schedule and monitor own tasks (own time vs quality of output)
- Demonstrate familiarity with warehouse management systems in semi-automated supply chain settings
- Coach and mentor other members of their team in techniques and approaches in which they are knowledgeable or experienced

- Independently follow Partnership wide business process and policy.

Skills

Technical Skills

- Contributes to construction or support of complete systems.
- Demonstrates competence in their own area of expertise (Testing).
- Applies own knowledge effectively.
- Absorbs technical information when it is presented systematically and applies it effectively.
- Develops an understanding of key technical skills and applications and their link to relevant areas of the business.
- Develops knowledge of the Partnership's IT standards and methodologies.
- Has appropriate level of knowledge of testing and specific test methodologies used in the organisation
- Functional testing tools

Analysis and decision making

- Identifies potential problems and suggests a solution to managers, taking into account all relevant information.
- Demonstrates a logical and organised approach to work.

Influencing skills

- Demonstrates ability to influence colleagues at peer level.

Customer focus and management

- Develops and maintains informal relationships with customers and service providers moving to more formal relationships when in scope of own tasks/projects.

Self development/Knowledge acquisition and management

- Takes initiative to identify and negotiate own learning opportunities with Line Manager.
- Shares knowledge with colleagues.
- Development of others

TeamWork

- Participates in and contributes positively to own team environment,sensitively and diplomatically.
- Acts as a team player; acts in the interest of the team rather than self.
- Builds on and enhances team member suggestions.
- Demonstrates ability to work to deadlines.

Communication Skills

- Demonstrates ability to conduct an effective dialogue.
- Demonstrates confidence in presenting basic technical information to colleagues and own team.
- Demonstrates ability to summarise own and others' points of view, concisely and effectively both orally and in writing.
- Ensures body language matches message and gestures convey the intended message

Qualifications & Experience (where applicable)

Essential

- Some understanding of WMS IT Delivery in a Lean & Agile Environment preferred
- Some experience of Technology/Specific to Testing
- Ability to work under pressure
- Strong attention to detail with an analytical mind and very good problem-solving skills
- Very good verbal and non verbal communication skills

Desirable

- End-to-end software development life-cycle
- Previous experience in testing and defect management
- Certification: ISTQB (foundation or advanced)
- Knowledge of Oracle and/or SQL
- Software development methodologies, e.g. waterfall, agile

Version	Created/updated by	Date
1.0	Muhammad Ans Bilal	Feb 2023