![harambee logo] **harambee**®
YOUTH EMPLOYMENT ACCELERATOR

Harambee Youth Employment Accelerator is a not-for-profit social enterprise building African solutions for the global challenge of youth unemployment. We work in South Africa and Rwanda with many partners who are committed to results that can work at scale – including government, the private sector, civil society, and almost **2.5 million youth**.

Harambee is an anchor partner in a breakthrough platform called **SA Youth**. It is part of the **Presidential Youth Employment Intervention** – a coordinated strategic national plan, announced by President Ramaphosa in his 2020 SONA, that sets out priority actions to address the youth unemployment challenge in South Africa by creating opportunities for young people at scale.

SA Youth brings together many partners to create a single national network to allow young people to access a wide selection of earning and learning opportunities, and for opportunity holders to access young engaged work-seekers – for free!

Our staff complement of almost 500 motivated people continues to work both on-site and remotely in a fluid and vibrant environment to tackle the challenges of a country where over 50% of young people are unemployed.

Winner of the 2019 Skoll Award and 2019 Conscious Companies Award.

#changeistheonlyconstant

EQUAL OPPORTUNITY EMPLOYER

Learn more about Harambee Youth Employment Accelerator:

🎥 Harambee Overview
🎥 Changing the System
🎥 What is SA Youth

www.harambee.co.za

JOB OPPORTUNITY SPECIFICATIONS

POSITION
QA Testing Team Lead

LOCATION
Cape Town

THE TEAM

Harambee Youth Employment Accelerator has formed a best practice digital centre, called Digilink, based in Cape Town. Digilink offers unemployed youth the opportunity to upskill in digital careers including software testing, software development and data analytics, via an intensive and focused training programme. Candidates are then provided with opportunities to work with partner companies to practically apply these newly acquired skills in the real world.

THE ROLE

The Digilink team are looking for a QA Testing Team Lead who will work with Digilink's Technical & Delivery Head, as well as the delivery teams, to ensure that all client requirements are translated into executional delivery processes that deliver exceptional output and support against these requirements, both on time and in budget. A big component of the role is mentoring of graduates in the software testing competency.

The candidate should have both team leader and the relevant/ detailed technical experience to assist with all delivery and execution aspects in the Digilink Centre.

All Harambee team members are required to adopt a flexible approach to their roles as we are a rapidly evolving and innovative organisation. While key responsibilities of the role are outlined below, Harambee reserves the right to change and/or expand on these responsibilities as the organisation evolves and as the employee grows.

WHAT YOU WILL BE DOING

1. **Mentor and upskill candidates on the software testing programme in the following skills / competencies (50%):**

▶ ISTQB Syllabus
▶ Manual Testing (feature and regression)
▶ API testing using Postman
▶ Creation of and executing test cases and test plans (feature and regression testing).
▶ Defect logging process
▶ Automation testing (Using open-source automation frameworks, example Selenium WebDriver))
▶ Using APLM / Test Management Tools (Jira)
▶ Behaviour Driven Development
▶ Testing Lifecycle in Scrum
▶ Training and mentoring QA interns in QA methodology, standards, and best practice

2. **Software Testing Work Delivery (50%):**

▶ Reviewing of test cases and automation scripts
▶ Ensuring team members adhere to client specific QA standards , processes and frameworks
▶ Collaborate with team members to improve the test process and framework
▶ Participate / schedule daily Scrum ceremonies with the various client teams
▶ Prepare and present Test Status reports to Management and external clients
▶ Contribute to improvements in the QA process
▶ Contributing to team's KPAs and Performance Appraisals
▶ Manage multiple backlogs across multiple clients
▶ Co-ordinate, manage and assist with QA testing work delivery on various client projects, adhering to client SDLC / delivery framework

WHAT YOU WILL NEED

▶ 5+ years formal software testing experience
▶ At least 3 years automation experience in one of the following frameworks : Selenium Webdriver / Karate / WebdriverIO / Cypress / Robot
▶ 2+ years SQL experience (MS SQL or MySQL)
▶ 2+ years API testing (Postman, Jmeter SOAPUI or simlar
▶ 1+ year working with Cloud platforms
▶ 1+ year working with repository tools like Github, GitLab etc
▶ 2+ years' experience on Test Management Tools (Jira, MS TFS, Azure Devops, Quality Centre or similar)
▶ ISTQB Foundation certified

TO SUCCEED IN THIS ROLE, YOU SHOULD BE

▶ Passionate about knowledge sharing and working with people.
▶ Able to work in a dynamic, fast paced environment.
▶ Willing to work overtime when required.
▶ Able to communicate across all levels within and outside of an organizational structure, from candidates through to senior managers.
▶ Willing to fulfil a multi-faceted role in a newly established, start-up like environment.
▶ Willing and able to lead by example and live the company values.
▶ Driven by the ideology of having an impact on people's lives by providing mentorship to young people.
▶ Excited by tech – and concepts like the 4th Industrial revolution

BY WORKING FOR HARAMBEE, YOU'LL GET TO

▶ Do meaningful, impactful work every day
▶ Be part of solving one of South Africa's biggest challenges - youth unemployment
▶ Work with really nice smart people
▶ Take time off for yourself with a generous amount of annual leave
▶ Prioritise your personal growth and development; as well as your health and wellbeing through a strong focus on holistic wellness

Apply for this position by sending your CV to recruitment@harambee.co.za, including the position you are applying for in the subject line.
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