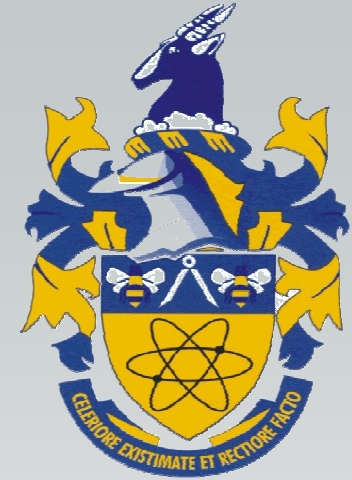


# CSSA SIGiST

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# Testing Careers

# Why Emphasise Testing Careers?

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- Allow for career planning - steps/direction
- Align and select training - entry/ongoing
- Basis for remuneration - fair/clear
- Easier planning - Lego blocks - fewer surprises
- Clarify communications – Between projects/industry
- Standardise industry - Buyers/Sellers

# Draft Proposal

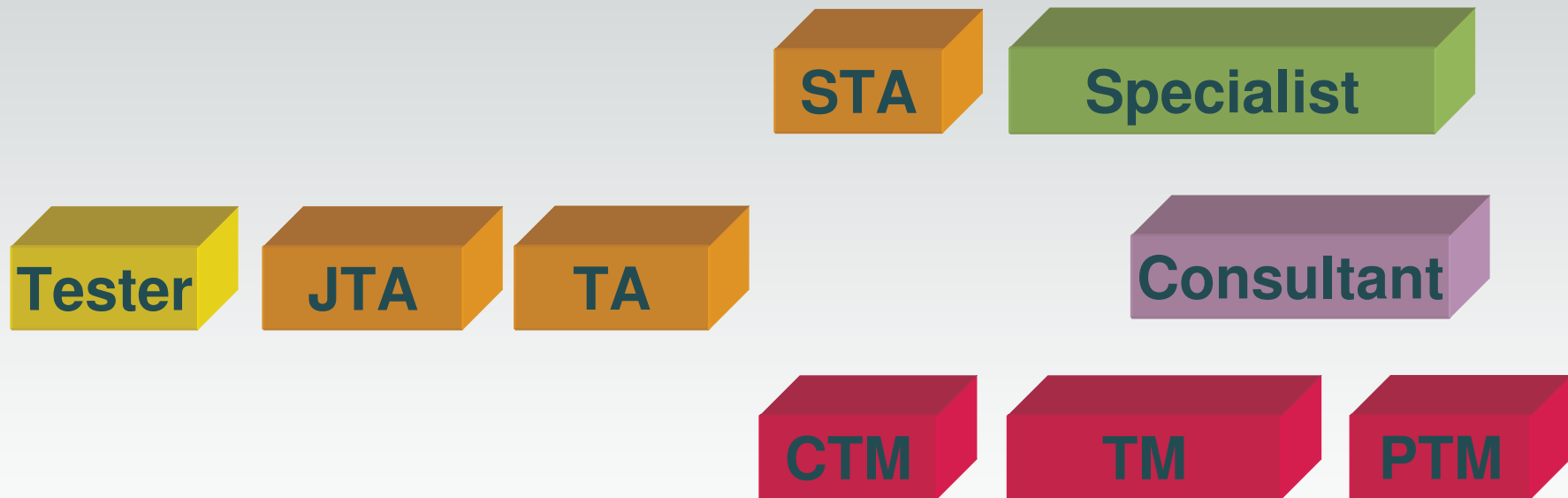
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- “The career model presented tonight is a draft proposal, intended to prompt responses and a deeper dialogue within the industry in South Africa”.

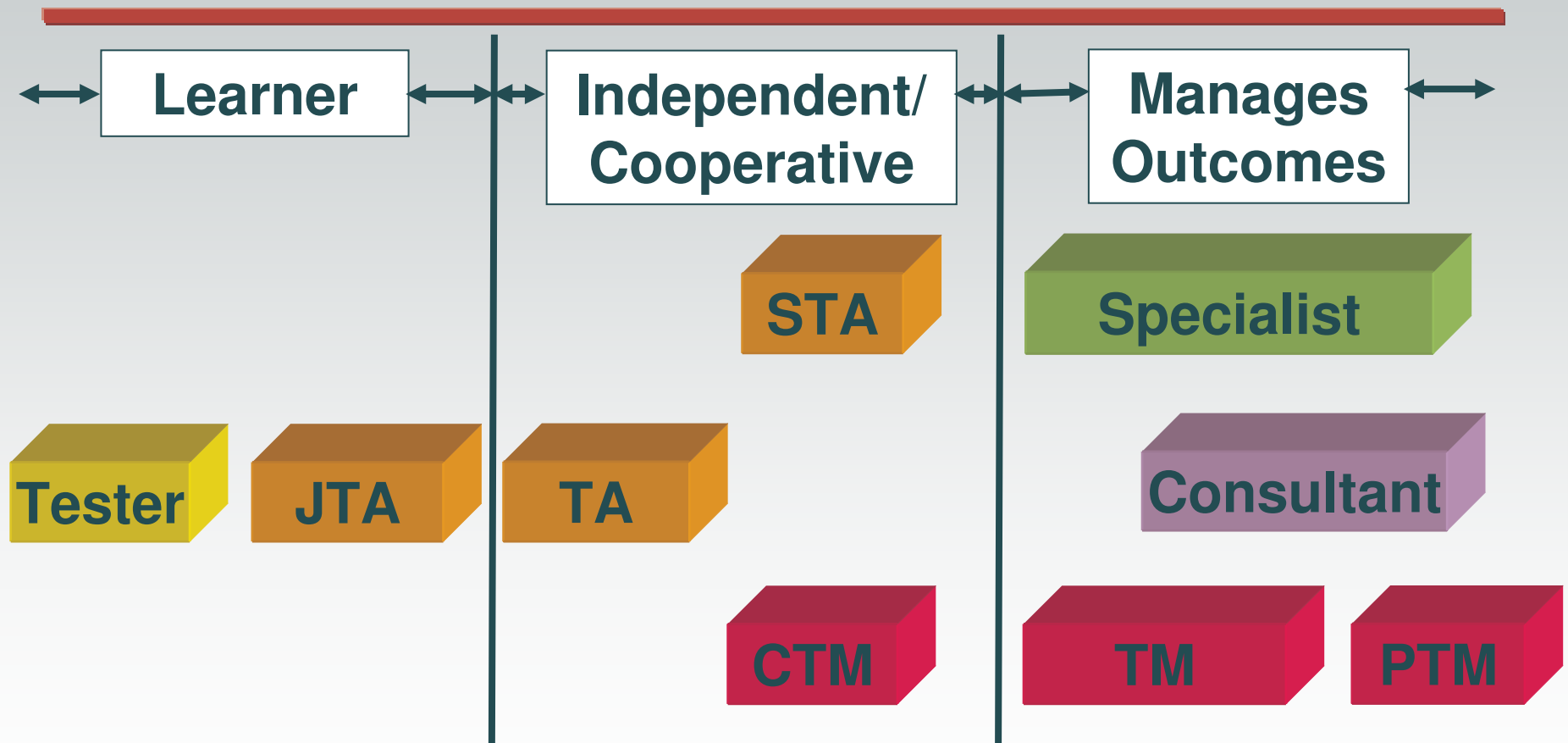
Waynem@testdata.co.za

# Job Titles for 'Testers'

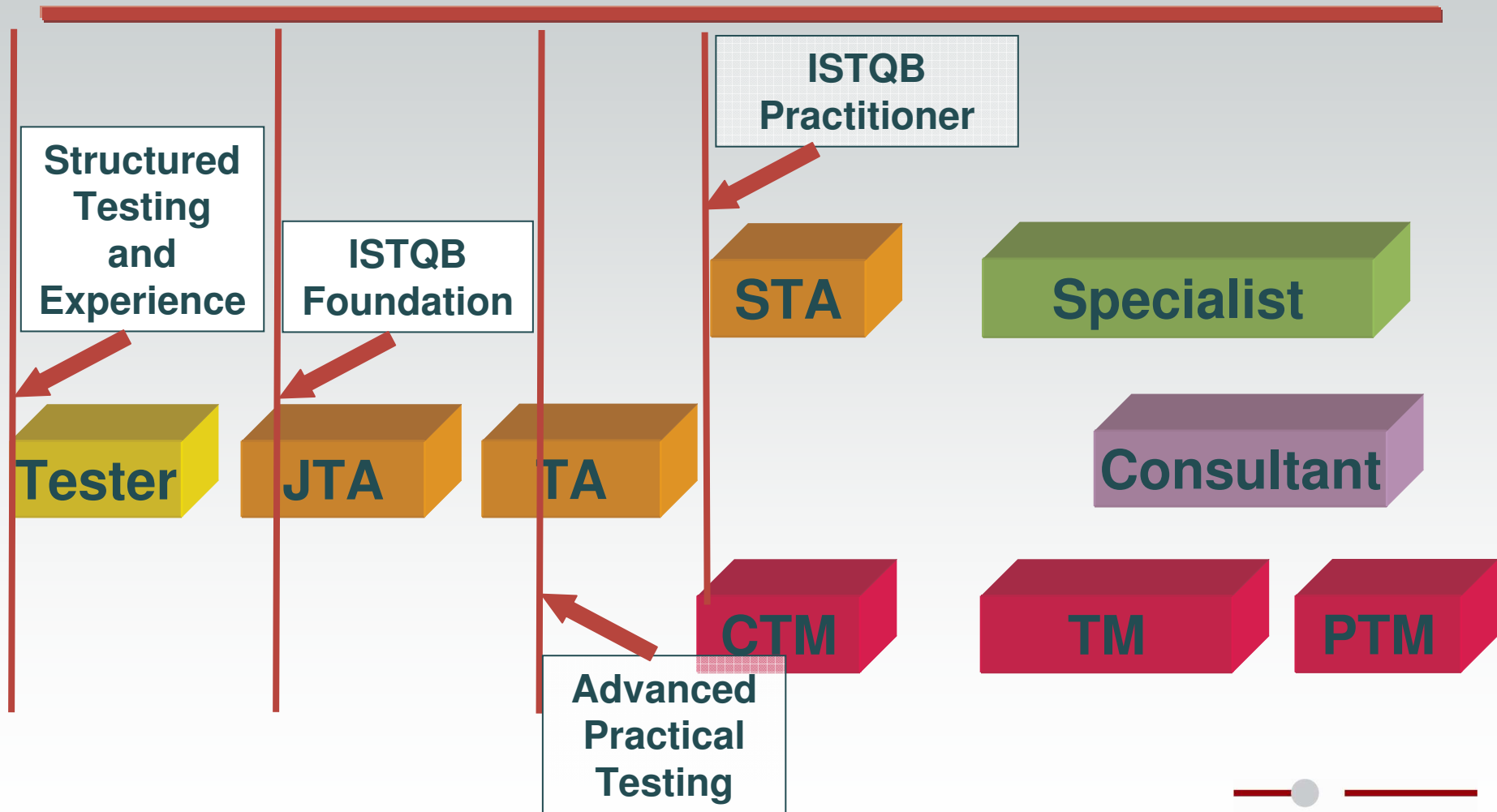
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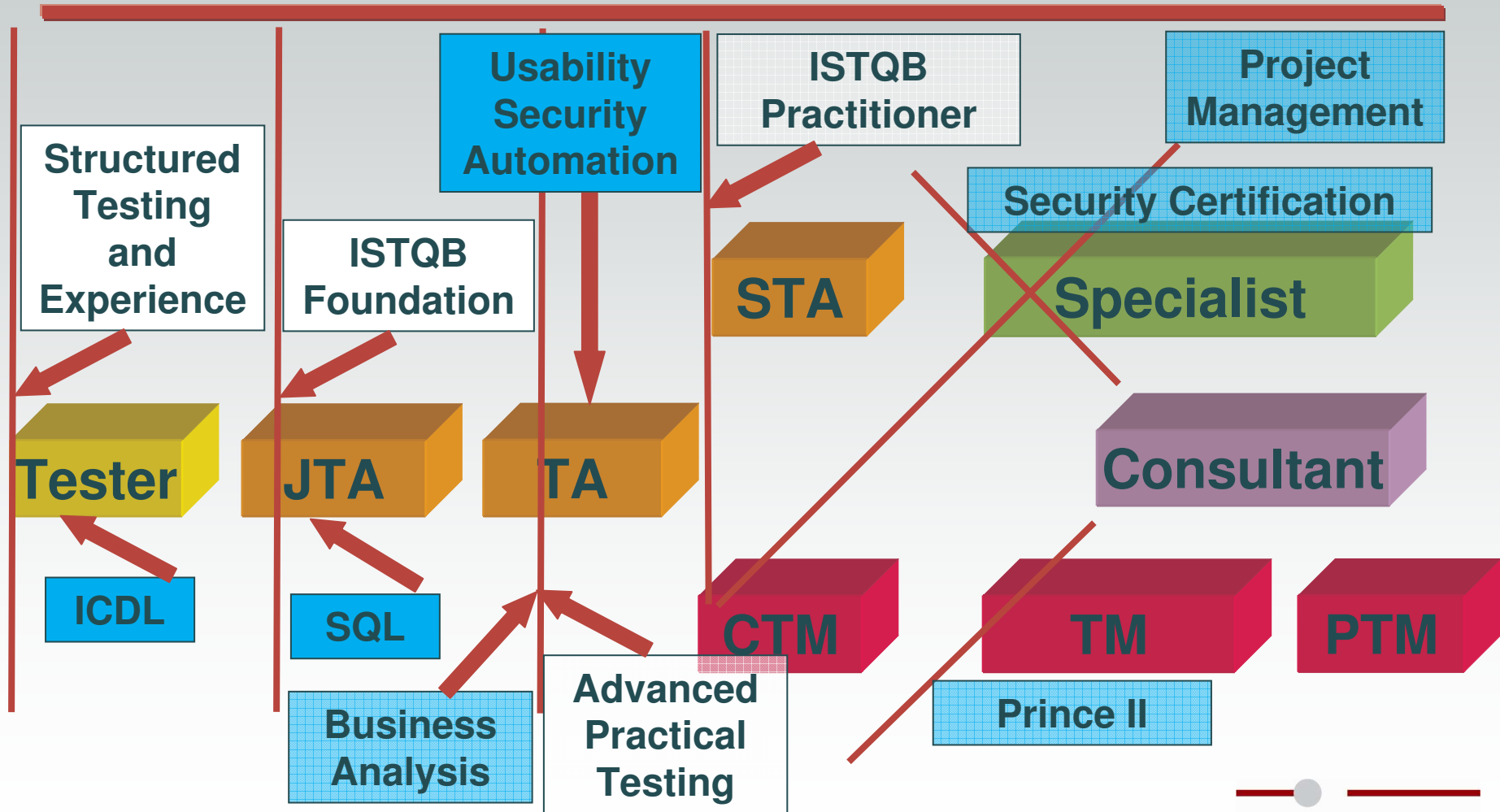
# Required Role Competency



# Required Role Competency



# Required Role Competency



# Entry Criteria (Just to begin!)

## Candidate Tester

Absolute beginner, totally reliant on supporting personnel

Typically in classroom and or closely supervised/mentored relationship to tutor/supervisor/mentor

May be mentored/supervised by tester-level upwards

Is ultimately responsible to the test manager

### Minimum Entry Criterion on First Market Entry

Matric with good mathematics mark ( $\geq 65\%$  HG necessarily high if candidate misses entry criterion below)

### Entry Criterion

Three year post-Matric study (recommended with IT Basis)

OR

Greater than six months existing working experience after Matric, especially if in the formal sector.

Requires training and mentoring and hands-on experience

STA

Specialist

Consultant

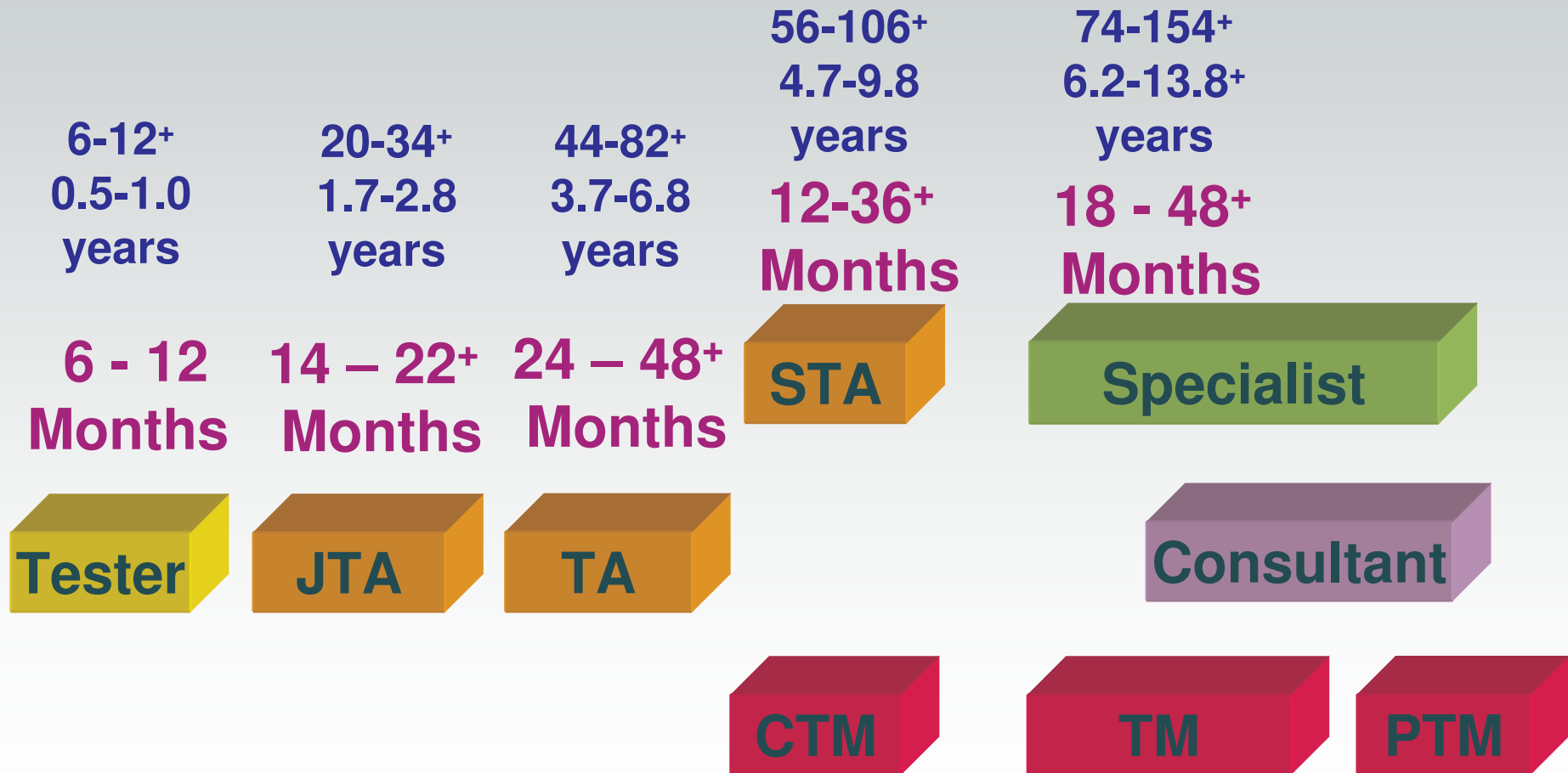
CTM

TM

PTM

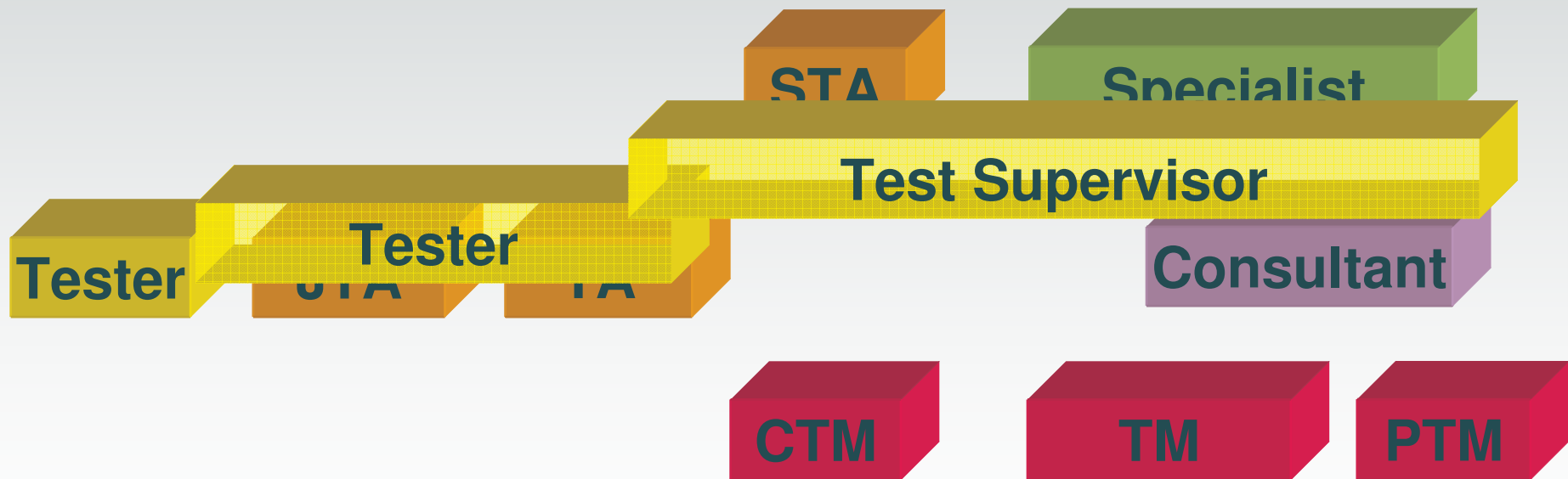


# Required Years of Experience

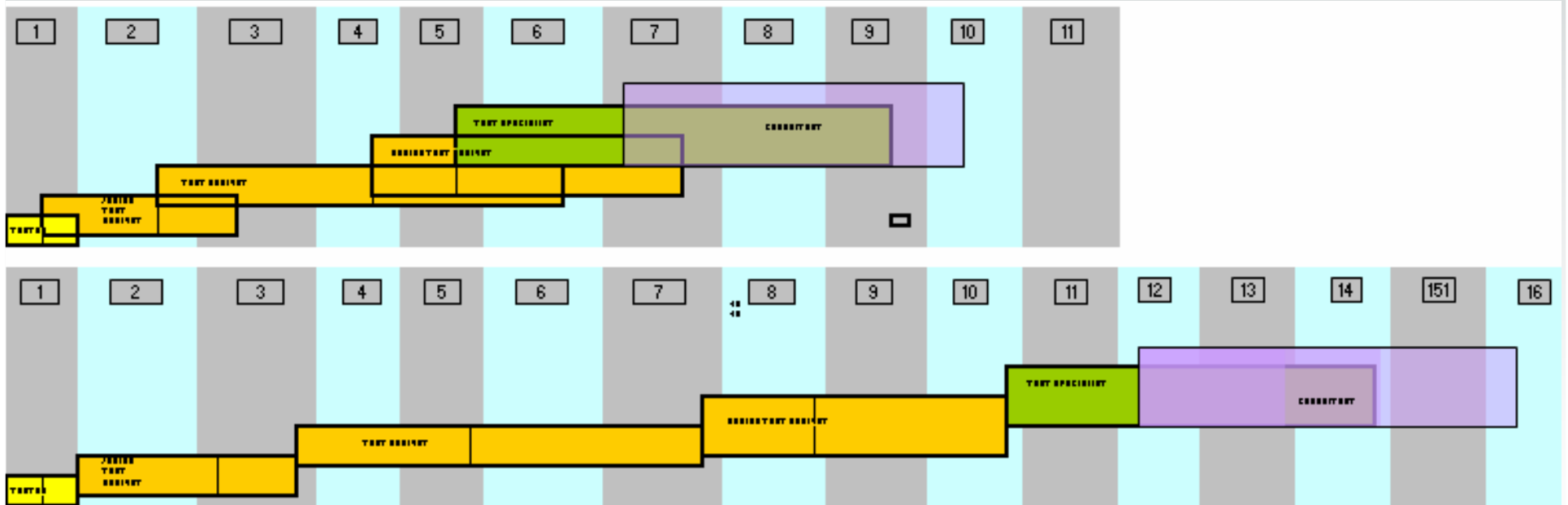


# Staying in a Role

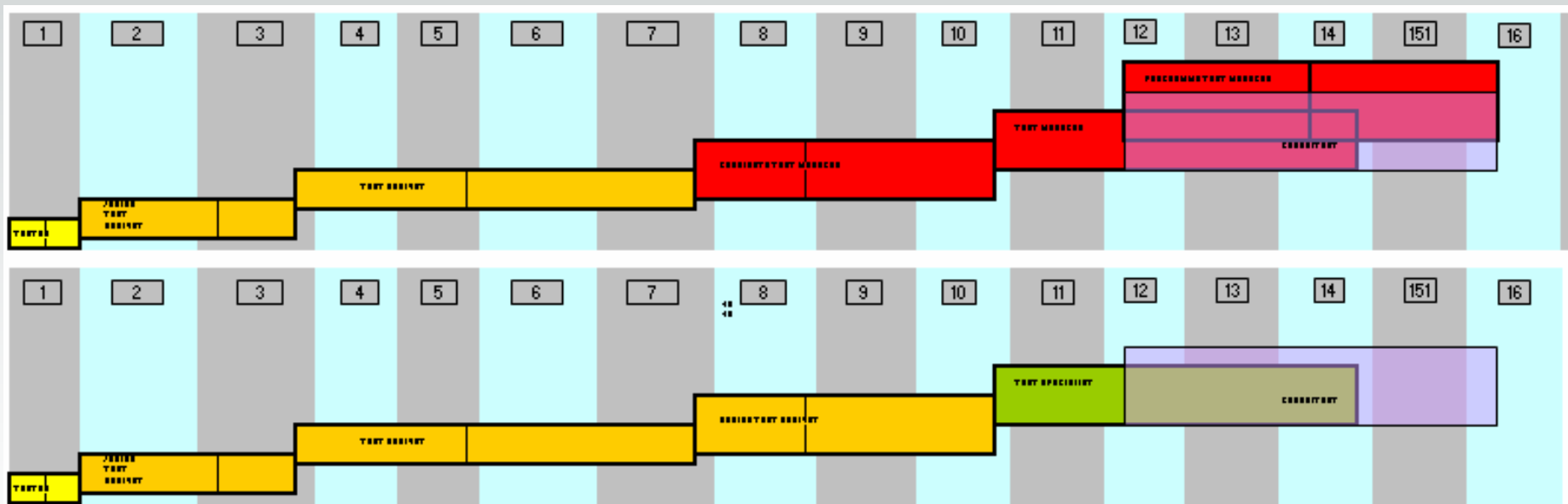
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# Technical Career to Scale



# 'Long' Managerial Versus Technical Career



## Tester

Typically reports to test analyst levels upwards  
May be supervised by tester-level upwards  
Is ultimately responsible to the test manager

Learner, worker to supervisor level with experience.

Has been formally trained in testing principles and structured testing practice.

Knows broadly about testing and has good working knowledge of the following:  
Test techniques (equivalence partitioning, boundary analysis, path testing)

Test processes (basic testing process: plan, specify (design, analyse, build), execute, record and check, check for completion)

Software development life cycle (In use on project)

Software development life cycle documents (high-level and detailed requirements specifications, technical specifications)

Test documentation (test plans, test procedures, test incident reports, test logs, test reports, test transmittal reports)

Test execution environment and configuration controls (hardware, software, documentation, and environment).

Test levels (component, component integration, system, acceptance)

Test types: functional testing (positive and negative tests), regression and re-testing, backup and recovery, installation

Test types: non-functional (quality attribute) testing:

basic usability testing, performance testing, security testing

### Measured skills levels

Computer skills (ICDL level)

Can/has executed tests from test procedures

Can/has recorded test logs

Can/has recorded test incident reports

Can/has written a test report and test summary report

Has got a minimum of three months of practical experience in executing tests and recording results and incidents.

Works in tester role for 12 to 24 months.

# Responses to this Career Model

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- Responses to this proposed career model are encouraged.
- They can be sent in the interim to [Waynem@testdata.co.za](mailto:Waynem@testdata.co.za)
- You should include your name and surname with each response
- Responses may (will) later be posted on a public website with your name and surname to encourage transparency within a wider South African context