The Long-Term Professional Tester Development Programme

Bernard Melson & John Young
September 9th, 2019

Who I am

- **John Young**, Principal Trainer at TSG Training

- 30 years IT Experience, including 20 as a trainer;

- Member of the BCS and ISTQB as an accredited trainer

Ably supported by

Bernard Melson, Managing Director and Owner of TSG Training

- 40 years IT & Business Experience

- A Fellow of the BCS

Want to know more?
Please contact us at: enquiries@tsg.training.co.uk or call Paula on 08000 199 337
Or see our website: www.tsg-training.co.uk

Agenda

Why a new programme?
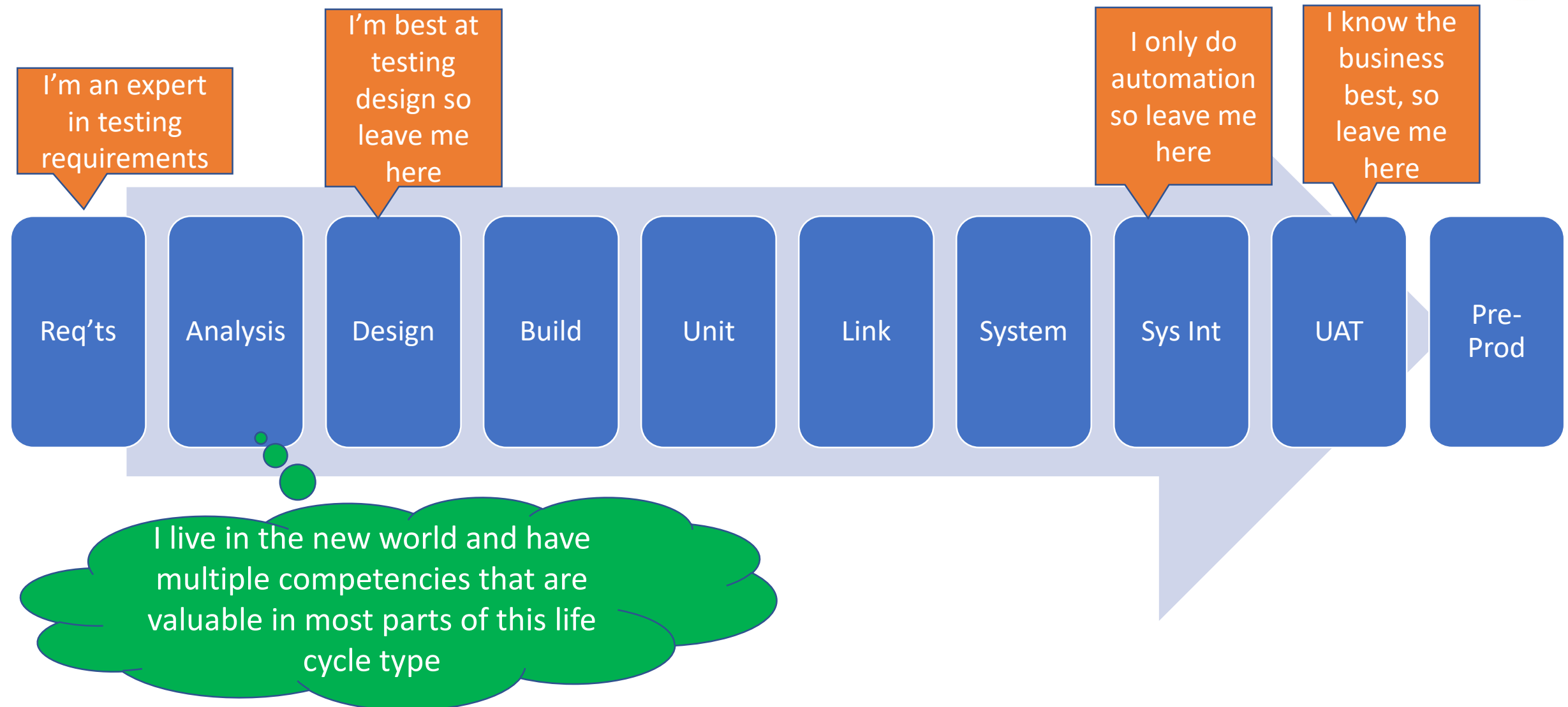
Roles, Principles and Measures

High level details about the programme

How software testers benefit

How employers benefit

What is...the Multiple Competency Expert

1. Planning

2. Requirements

3. Design & Prototype

4. Software Development

5. Testing

6. Deployment

7. Operations & Maintenance
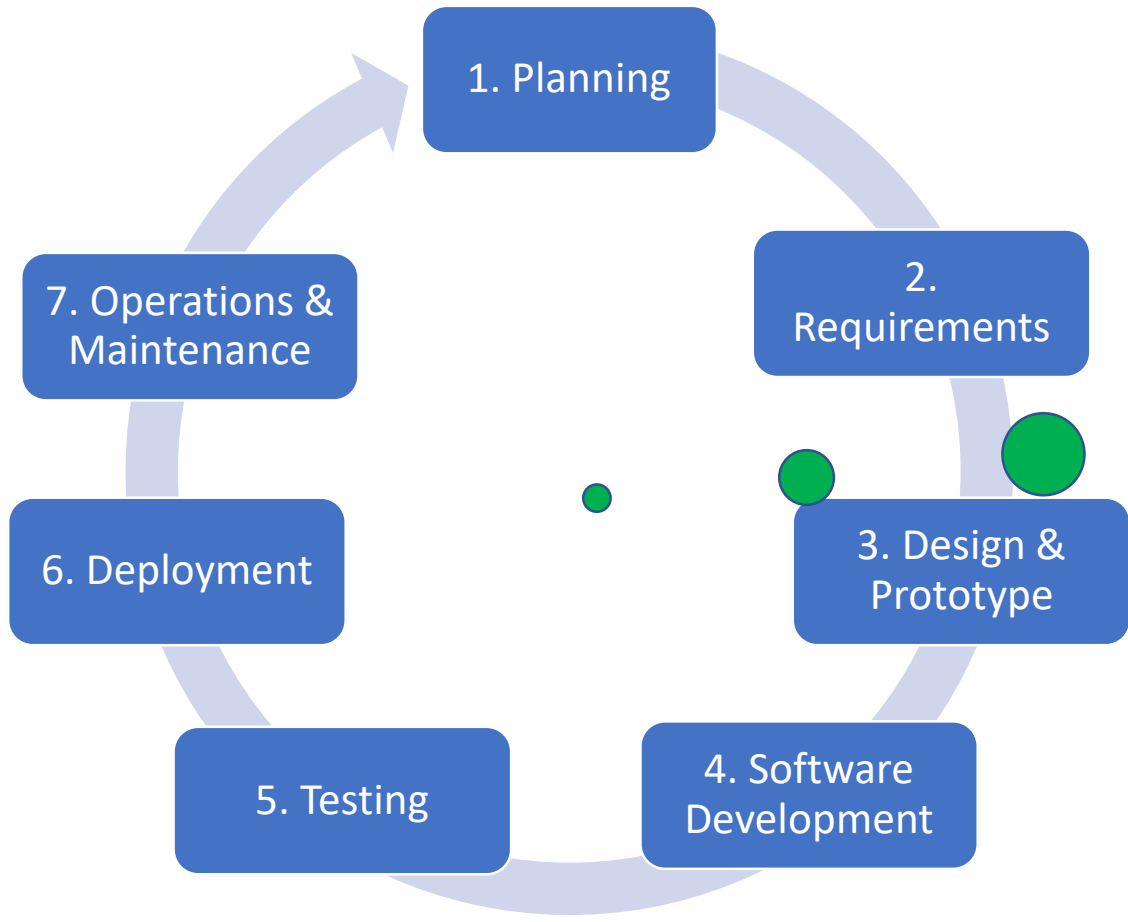
New world life cycles also require multiple competencies to increase utilisation rates and increase employee satisfaction
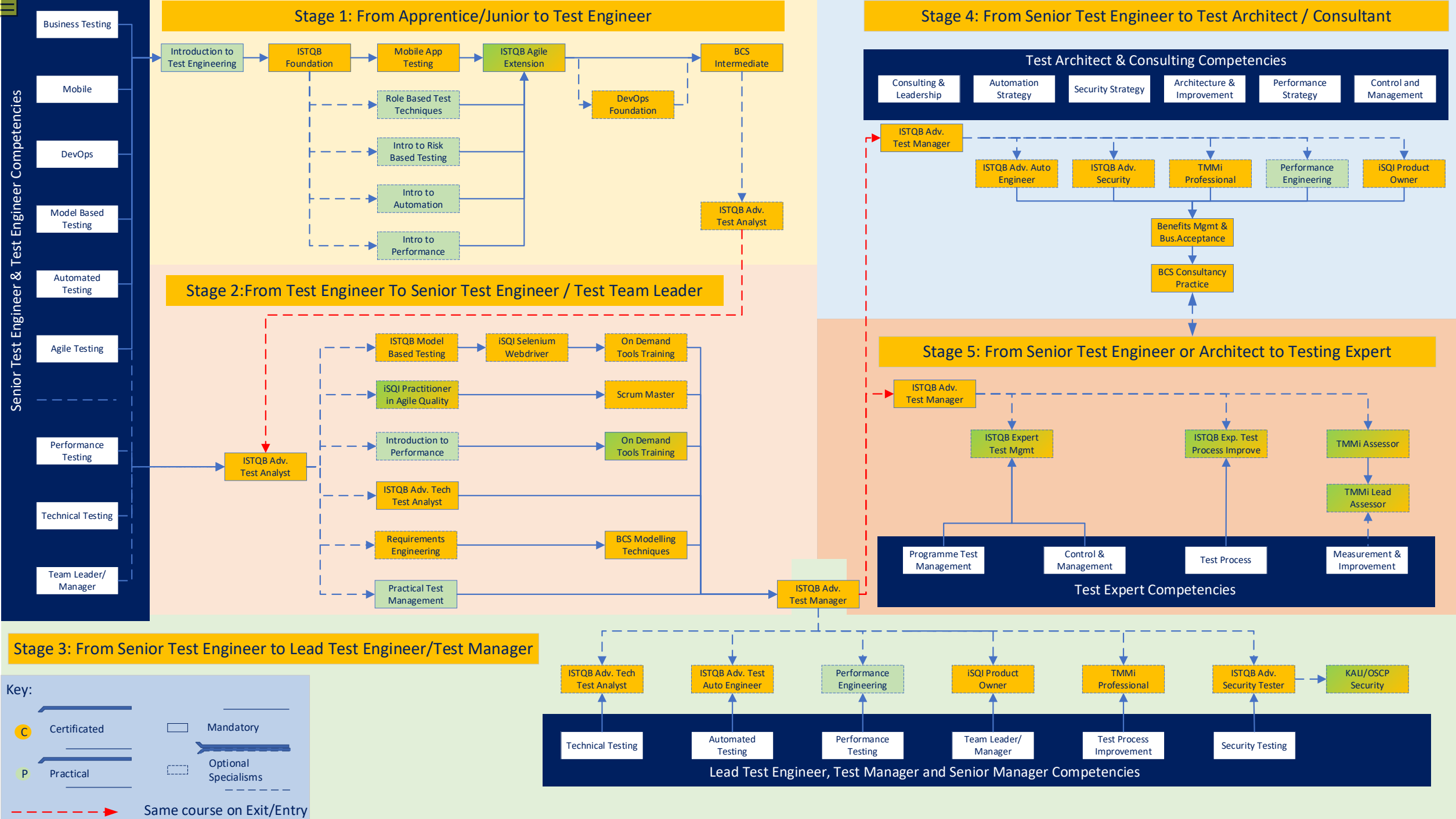
This is a sample model only. We accept that you may have a different model
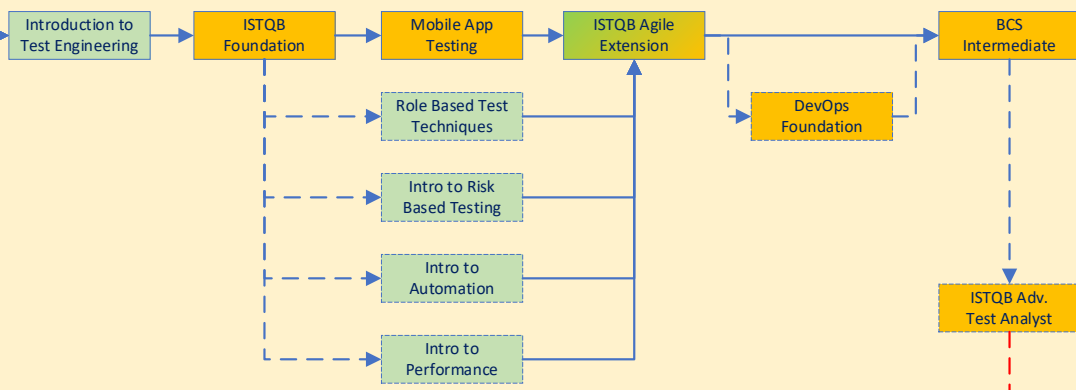
tsg Training

Defining the Engineering Roles
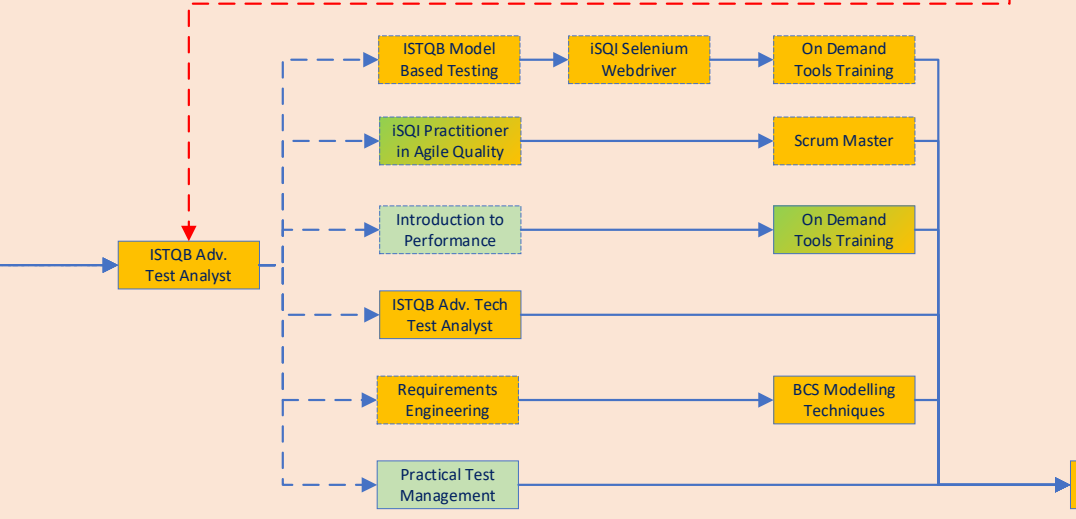
The programme supports development of:

1. Test Engineers
2. Senior Test Engineers
3. Lead Test Engineers
4. Test Architects & Consultants
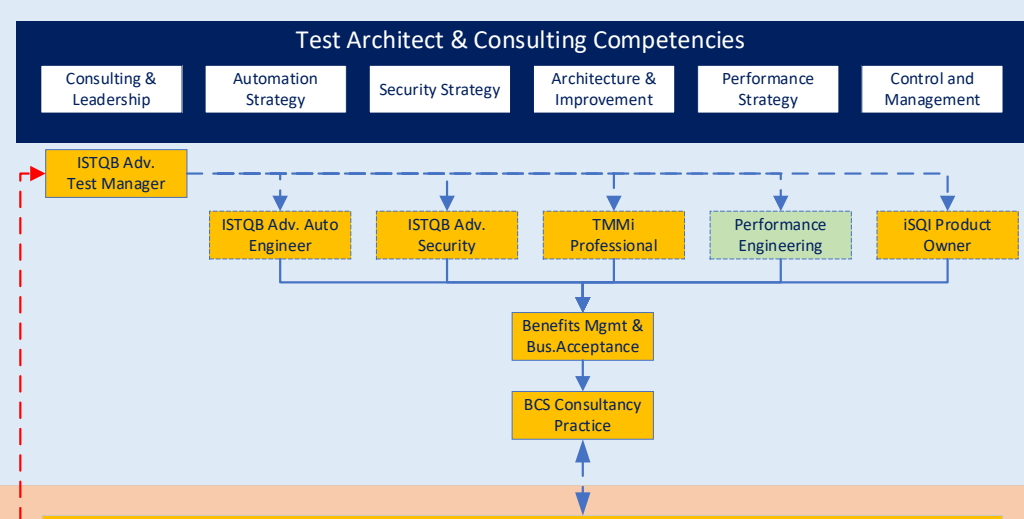5. World Class Testing Experts
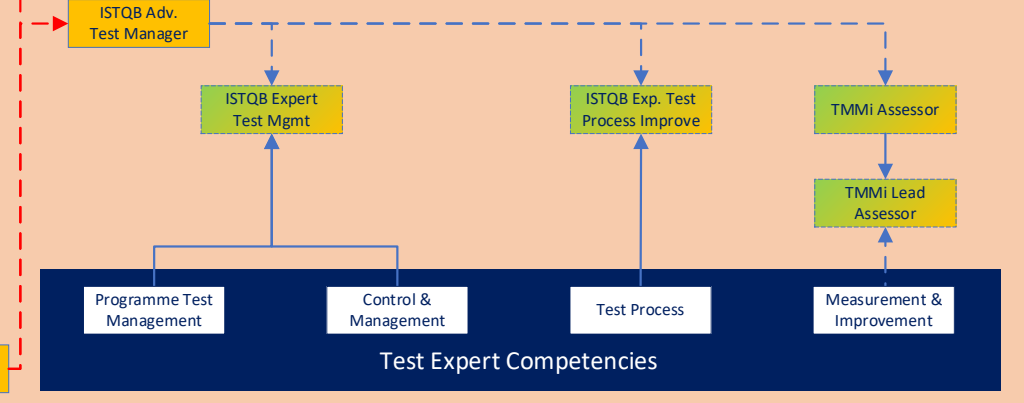
Stage 1: From Apprentice/Junior to Test Engineer

Introduction to Test Engineering → ISTQB Foundation → Mobile App Testing → ISTQB Agile Extension → BCS Intermediate

Role Based Test Techniques

DevOps Foundation

Intro to Risk Based Testing

Intro to Automation

Intro to Performance

ISTQB Adv. Test Analyst

Senior Test Engineer & Test Engineer Competencies:
- Business Testing
- Mobile
- DevOps
- Model Based Testing
- Automated Testing
- Agile Testing
- Performance Testing
- Technical Testing
- Team Leader/ Manager

Stage 2: From Test Engineer To Senior Test Engineer / Test Team Leader

ISTQB Adv. Test Analyst

ISTQB Model Based Testing → iSQI Selenium Webdriver → On Demand Tools Training

iSQI Practitioner in Agile Quality → Scrum Master

Introduction to Performance → On Demand Tools Training

ISTQB Adv. Tech Test Analyst

Requirements Engineering → BCS Modelling Techniques

Practical Test Management

ISTQB Adv. Test Manager

Stage 3: From Senior Test Engineer to Lead Test Engineer/Test Manager

ISTQB Adv. Tech Test Analyst — Technical Testing

ISTQB Adv. Test Auto Engineer — Automated Testing

Performance Engineering — Performance Testing

iSQI Product Owner — Team Leader/ Manager

TMMi Professional — Test Process Improvement

ISTQB Adv. Security Tester — Security Testing

KALI/OSCP Security

Lead Test Engineer, Test Manager and Senior Manager Competencies

Stage 4: From Senior Test Engineer to Test Architect / Consultant

Test Architect & Consulting Competencies:
- Consulting & Leadership
- Automation Strategy
- Security Strategy
- Architecture & Improvement
- Performance Strategy
- Control and Management

ISTQB Adv. Test Manager

ISTQB Adv. Auto Engineer | ISTQB Adv. Security | TMMi Professional | Performance Engineering | iSQI Product Owner

Benefits Mgmt & Bus.Acceptance

BCS Consultancy Practice

Stage 5: From Senior Test Engineer or Architect to Testing Expert

ISTQB Adv. Test Manager

ISTQB Expert Test Mgmt | ISTQB Exp. Test Process Improve | TMMi Assessor

TMMi Lead Assessor

Programme Test Management | Control & Management | Test Process | Measurement & Improvement

Test Expert Competencies

Key:
- C — Certificated
- P — Practical
- Mandatory
- Optional Specialisms
- Same course on Exit/Entry

The 4-Key Principles for the 5-Roles

Engineering at the heart of designing IT solutions

Execution excellence through engineering

Velocity - Pinpoint accuracy at speed, enabled by technology

Culture, Collaboration and lifecycle continual improvement

What to expect of a Test Engineer

Engineering at the heart of designing IT solutions

- Implements demonstrable and measurable, structured design techniques appropriate to the technology under Test

Execution excellence through engineering

- Implement automation first approaches using industry best practices, targeting appropriate strategies for robust and repeatable automation and the appropriate exploratory / manual testing of change

Velocity - Pinpoint accuracy at speed, enabled by technology

- Is able to implement testing best practice methods specific to the technology under Test and aware of the benefits of using them. Has real world experience of implementing these practice

Culture, Collaboration and lifecycle continual improvement

- Works within squad of multi skilled teams to discuss / challenge and inform approach for testable solutions and educating best practices in Testing and Quality

What to expect of a Senior Test Engineer

Engineering at the heart of designing IT solutions

- Responsible for Implementing demonstrable and measurable, structured design techniques appropriate to the technology under Test, aligned to the portfolio strategies

Execution excellence through engineering

- Responsible for the Implementation of Right Testing approaches, utilising engineered design to enable automation first approaches using industry best practices leveraging test design approaches to maximise opportunity for automation

Velocity - Pinpoint accuracy at speed, enabled by technology

- Is able to present testing best practice methods specific to the technology under Test and the benefits of using them, agnostic to specific toolsets. Has real world experience of implementing these practices

Culture, Collaboration and lifecycle continual improvement

- Leads a team within multi skilled teams to discuss / challenge and inform approach for testable solutions and educating best practices in Testing and Quality

What to expect of a Lead Test Engineer

Engineering at the heart of designing IT solutions

- Responsible for the implementation of the test strategies within the scope of their portfolio / squad, aligned to the overarching Strategy

Execution excellence through engineering

- Responsible for the Implementation of the right Testing Approaches within their Squad, including principles & patterns utilising automation first approaches using industry best practices

Velocity - Pinpoint accuracy at speed, enabled by technology

- Is able to present testing best practice methods and the benefits of using them to a disparate audience of technical and non-technical stakeholders, agnostic to specific toolset. As well as experience of implementing these practices

Culture, Collaboration and lifecycle continual improvement

- Works across squads & within multi skilled teams to discuss / challenge and inform approach for testable solutions and educating best practices in Testing and Quality

What to expect of a Test Architect / Test Consultant

Engineering at the heart of designing IT solutions

- Accountable for strategies to allow for demonstrable and measurable, implementation of structured design techniques across the estate

Execution excellence through engineering

- Responsible for the Implementation of Right Testing Approaches utilising automation first approaches using industry best practices
- Set Test Engineering principles & patterns

Velocity - Pinpoint accuracy at speed, enabled by technology

- Is able to present to all levels the benefits, both tangible & non-tangible, best practice methods and the benefits of using them, agnostic to toolset. As well as experience of leading teams, in implementing these best practices

Culture, Collaboration and lifecycle continual improvement

- Works across the organisation to influence strategy for engineering to challenge and inform approach for testable solutions and educating best practices in Testing and Quality

What to expect of a The Test Expert / Senior Auditor

Engineering at the heart of designing IT solutions

- Accountable for defining and implementing methods and improvements to corporate level testing and major programmes

Execution excellence through engineering

- Provision and guidance for testing excellence that helps deliver programmes that meet business needs, on time and to budget

Velocity - Pinpoint accuracy at speed, enabled by technology

- Working at board level to define and present the business case for corporate improvement and rollout of methods to meet it

Culture, Collaboration and lifecycle continual improvement

- Works across the organisation ensure the right processes, methods and skills within people is in place to deliver value for money to internal and external clients commissioning new or changed systems to underpin business operations

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Lead Test Engineer, Test Manager and Senior Manager Competencies

Stage 4: From Senior Test Engineer to Test Architect / Consultant

Test Architect & Consulting Competencies

Consulting & Leadership | Automation Strategy | Security Strategy | Architecture & Improvement | Performance Strategy | Control and Management

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Benefits Mgmt & Bus.Acceptance

BCS Consultancy Practice

Stage 5: From Senior Test Engineer or Architect to Testing Expert

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ISTQB Expert Test Mgmt | ISTQB Exp. Test Process Improve | TMMi Assessor

TMMi Lead Assessor

Programme Test Management | Control & Management | Test Process | Measurement & Improvement

Test Expert Competencies

Senior Test Engineer & Test Engineer Competencies

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Mobile
DevOps
Model Based Testing
Automated Testing
Agile Testing
Performance Testing
Technical Testing
Team Leader/Manager

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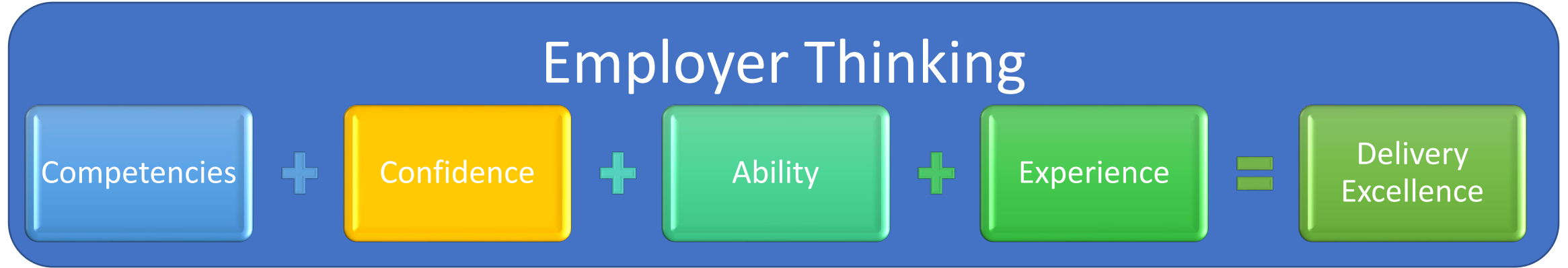Same course on Exit/Entry

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Recapping the 5-key development streams

A 5-Stream programme designed to take test engineers and more experienced people to the pinnacle on software testing:

1. The Test Engineer
2. The Senior Test Engineer / Team Leader
3. The Lead Test Engineer / Test Manager
4. The Test Architect / Test Consultant
5. The Text Expert / Senior Auditor

Recapping Why & What's Needed

Employer Thinking

| Competencies | **+** | Confidence | **+** | Ability | **+** | Experience | **=** | Delivery Excellence |

Employee Thinking

| Competencies | **+** | Confidence | **+** | Ability | **+** | Experience | **=** | Career Development |

The programme has been developed and adopted by a major Systems Integrator. It is also being taken up by the BCS, so do come and talk to us about tailoring a programme to develop multiple competencies for your organisation

Available to you

This presentation

A white paper that underpins the programme

A recording of this webinar

Thanks

Please contact us at enquiries@tsg.training.co.uk or call Paula on 08000 199 337 if you would like:

- A copy of the slides
- A copy of the programme notes
- Further information

See our website: www.tsg-training.co.uk for other info.