

Job description

Job title	Software Development Engineer in Test
Employment type	Full-Time Permanent
Reporting to	Scrum Master
Working hours	9.30am – 5.30pm - Monday to Friday (Role requires out of hours work and potential travel)
Location	85 Gracechurch Street, London EC3V 0AA
Salary	£ Competitive
Bonus	Discretionary Bonus Plan

At CFC we pride ourselves on being an employer of choice. We were delighted to be recognised in the *'Sunday Times 100 Best Companies to Work For 2019'* including a placing within the Top 30 for London!

CFC Benefits include 25 days holiday, Private medical insurance (plus dental and Optical cashback benefit), Life insurance scheme, Income protection scheme, Pension plan, Season ticket loan, Subsidised gym membership, 24/7 employee assistance programme and dress for your day. CFC social events include summer party weekend, Halloween and Christmas parties.

About CFC

CFC is a specialist insurance provider and a pioneer in emerging risk. With a track record of disrupting inefficient insurance markets, CFC uses proprietary technology to deliver high-quality products to market faster than the competition while making it easier for brokers to do business. Our broad range of commercial insurance products are purpose-built for today's risks, and we aim to give our customers everything they need in one, easy-to-understand policy.

Headquartered in London, CFC serves more than 70,000 businesses in over 80 countries. We're privately held and growing faster than any of our competitors in the market.

Although insurance is a serious business, our culture isn't too corporate and we never take ourselves too seriously. We are 'one-team' and enjoy a culture of openness and encouragement. We invest heavily in the learning and development of our people and enjoy a fast-paced working atmosphere that is friendly, supportive, and fun.

Role definition

CFC develops its own core business applications. From business acquisition through to servicing and beyond. Therefore, this role will focus on building in and ensuring quality within software development. This means ensuring that from the capture of requirements, through design, implementation and release the relevant questions are being asked, the right things are being checked against the requirements and that the specification is being executed using appropriate techniques to give confidence to stakeholders that the delivery of new functionality is up to the quality standards that are expected within CFC.

There will be a large technology component. Testing the underwriting, policy administration, claims management, CRM and finance systems, not to mention the online customer facing platforms, by hand is very inefficient. This role will have the responsibility to provide the right expertise and bring in suitable technology to automate as much of the quality gates as possible, enabling faster feedback to increase software development productivity.

Key responsibilities & Accountabilities

- Contribute to requirements capture and refinement
 - Participation in the capture of requirements prior to write-up in Epics, Features and User Stories (Input into business requirements is essential)
 - Contribute to the team's story refinement by ensuring that value and quality is everyone's concern
 - Ensure that acceptance criteria are relevant and agreed with stakeholders before stories are accepted into development
- Contribute to design
 - Comprehend the flow of the code, on how it interacts with every component
 - Analyse heterogeneous software systems, cooperating with and motivating others to enhance the overall design
 - Ensure that robustness, quality and testability of the solution are considered
- Drive the execution of the requirements
 - Build tests that align with the acceptance criteria so that the team can evidence meeting the requirements
 - Design and build solutions for running executable requirements using automated tests
 - Integrate automated test execution into continuous deployment pipeline
- Progress existing practices and processes

- Progress towards having smaller feedback loops for requirements to improve team productivity and visibility to stakeholder
- Contribute towards the overall test strategy through discussion and alignment with the broader Quality Assurance Community of Practice

Skills & Ability

- Understanding of Agile development processes (specifically Scrum)
- Business requirement capture, story refinement, acceptance criteria definition and agreement
- Excellent designing and programming skills
- Understanding of the application of Test-Driven Development (TDD)
 - What it is, how and when it should be used
- Understanding of the application of Behaviour Driven Development (BDD)
 - What it is, how and when it should be used
- Testing of APIs
 - Approaches to testing
 - Frameworks or tools that can be used
- Testing of User Interfaces
 - Approaches to testing
 - Frameworks or tools that can be used

Knowledge & Experience

- Evidence that you have taken requirements and built out tests that ensure a solution meets those requirements
- Experience of using agile software development tools, such as JIRA or TFS for the definition and tracking of delivery of quality
- Demonstrable experience of configuring continuous integration pipelines to run automated tests
 - This includes technical tools such as PhantomJS, Selenium or Test Complete, etc.
- You must have had experience using Gherkin syntax to capture acceptance criteria

- Experience of using Microsoft .NET (.NET Framework, Standard or Core) to implement tests based on relevant criteria
 - Specification by example
 - ...or BDD

Education & Qualifications

Our Core Values

Passion & perseverance

We're passionate about what we do and it shows.

Respect & humility

We treat everyone as we would want to be treated.

Intensity

We hold ourselves to the highest standards, always.

One team

We show up as one team to achieve outstanding results.

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The information contained within this job description is not intended to be an all-inclusive list of the duties and responsibilities of the role. The role holder may be required to perform other related duties as assigned. CFC Underwriting Limited may at its discretion, assign or reassign duties and responsibilities as appropriate.