TEST ENGINEER

NEW ZEALAND TRADE & ENTERPRISE
Te Taurapa Tūhono

REPORTS TO	LOCATION	DIRECT REPORTS	GROUP
Digital Delivery Manager, Pouwhakahaere Whakarato ā-Matihiko	Auckland / Wellington	N/A	Digital and Data

"Our purpose is to grow companies internationally – bigger, better, faster – for the good of New Zealand"

"Tā mātau whai kia whakakaha kamupene – kia nui ake, kia pai ake, kia tere ake – mō Aotearoa ngā whiwhinga"

WHY IS THIS ROLE IMPORTANT? | TE MANA Ō TE MAHI?

The Test Engineer is responsible for embedding testing principles and practices into agile delivery, with a focus on NZTE's digital products and features.

The role works closely with developers, digital analysts, product and delivery roles across delivery squads to plan and carry out testing, improve test coverage and identify quality issues early in the development process.

The role applies hands-on technical testing and automation skills, using contemporary tools and engineering practices to support reliable, accessible, secure and well-performing digital products. This includes supporting the testing of AI-enabled features where these form part of squad delivery.

WHAT'S THE ROLE ABOUT | TE NGAKO Ō TE MAHI?

The most important work of this role is to…

- Design, execute and maintain appropriate test cases, automated tests and supporting test data for digital products and features.
- Build and maintain automated tests using agreed testing frameworks and practices, including integrating automated testing into delivery pipelines where appropriate.
- Review requirements, acceptance criteria and technical designs to identify testing needs, risks and dependencies early in the delivery process.
- Work with developers, digital analysts, product roles, Delivery Managers and technical specialists to embed testing throughout planning, development and release activities.
- Apply risk-based testing practices to prioritise testing effort according to product risk, delivery priorities and the nature of the change.
- Detect, document, report and support the resolution of defects, including helping investigate root causes and confirming that issues have been addressed.
- Contribute to the ongoing improvement of testing tools, standards and ways of working by sharing practical observations and recommendations from squad delivery.
- Support testing across relevant quality areas, including functionality, integration, regression, accessibility, performance and security, using specialist support where required.
- Use appropriate AI-assisted testing tools and techniques to support activities such as test generation, defect triage and test data preparation, where these tools are suitable and approved.

- Provide clear testing evidence and quality information to support delivery discussions and informed release decisions.

Success in this role means:

- Embedding testing principles and practices into agile delivery processes.
- Prioritising testing activities based on feature risk, complexity and delivery priorities.
- Identifying quality, usability and delivery issues early in the development lifecycle.
- Increasing test coverage across our digital products through an appropriate mix of automated and manual testing.
- Reducing defects through effective testing, collaboration and continuous improvement.
- Providing clear testing evidence and insights that support informed release decisions.
- Applying contemporary testing practices, tools and techniques to improve quality outcomes and delivery efficiency.

WHAT CAPABILITIES ARE NEEDED TO SUCCEED | Ō PŪKENGA?

- Test design and delivery: Experience designing, executing and maintaining test cases for digital products or services.
- Test automation: Hands-on experience building and maintaining automated tests using contemporary frameworks such as Playwright or Cypress.
- Programming knowledge: Working knowledge of a relevant programming language or runtime, such as TypeScript or Node.js.
- End-to-end testing: Experience carrying out functional, integration, regression and end-to-end testing.
- Test documentation: Experience preparing practical testing artefacts such as test plans, scenarios, scripts, test data and evidence of results.
- CI/CD practices: Experience working with automated testing in CI/CD or build pipelines, including platforms such as Azure DevOps.
- Defect investigation: Experience identifying, documenting and investigating defects, including using application logs or other diagnostic information.
- Risk-based judgement: Ability to select testing approaches that are proportionate to feature risk, priorities and delivery needs.
- Agile delivery: Experience working collaboratively in an agile or iterative digital delivery environment.
- Communication and collaboration: Ability to communicate testing risks, results and recommendations clearly to technical and non-technical colleagues.
- Analytical capability: Strong attention to detail and the ability to examine information, identify patterns and work through technical quality issues.
- Experience testing accessibility or performance requirements for digital products.
- Experience contributing automated tests to CI/CD pipelines.
- Working knowledge of security and risk-based testing principles.
- Experience testing AI-enabled features or using AI-assisted testing tools.
- Experience preparing safe and suitable test data without relying on sensitive production information.
- Familiarity with behaviour-driven development or structured specifications, such as Gherkin.
- Experience contributing to the practical improvement of testing tools and ways of working within a delivery team.

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Our characters | Ō mātou uara

- **Ambition drives us** – Our ambition for our customers is high, and we always rise to the occasion. We help meet their business expectations by expecting greatness of ourselves.
- **Adventure teaches us** – Experimentation is more powerful than perfection, as only through learning from our missteps can we truly succeed. That's why 'giving it a go' is the best way to learn.
- **Honesty frees us** – We explore challenges with an open mind. Only when we ask questions and truly listen can we discover the right way forward.
- **Trust binds us** – Our people may be worlds apart, but it's trust that holds us together. Growing a nation is only possible when we keep promises and honour commitments.
- **Manaaki is us** – We celebrate the mana (strength and dignity) of each other as being equal to or greater than our own. We strive to enhance mana in everything we do through our hospitality, generosity and mutual respect.

It's when these five characters work together that we truly become One Global Team – that's the real superpower of our organisation and how we achieve so much for our customers.



How we lead at NZTE | Ā mātou kawenga ki Te Taurapa Tūhono

Leadership at NZTE takes a broad definition. We see leaders as those who lead others. That can include formal people leaders, leaders through influence or those who are leading our customers. At NZTE we define leadership as *"enhancing mauri to deliver impact"*.

