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| **JOB OVERVIEW** | | | |
| **JOB TITLE** | **Functional Test Lead (Commercial)** | | |
| **HEADCOUNT REFERENCE NO** | **TBC** | **LOCATION** | **Gaydon** |
| **ORG LEVEL 1** | **Finance and IT** | **GRADE** | **9** |
| **ORG LEVEL 2** | **IT** | **STANDARD WORKING HOURS** | **39 – Mon-Thurs 08:00 to 17:00, Fri 08:00 to 13:00** |
| **ORG LEVEL 3** | **Service Management and Strategy** | **REPORTS TO** | **Head of Test** |
| **POSITION DETAILS** | | | |
| **DEPARTMENT OVERVIEW** | The IT Testing Services function is responsible for improving the quality and functionality of software products throughout the development lifecycle. They achieve this by designing and executing test plans, identifying and reporting defects, and working cross functionally within the team to ensure a smooth and successful product launch | | |
| **JOB PURPOSE** | The Functional Test Lead (Commercial) is responsible for managing all testing activities related to commercial applications and integrations within our organization, ensuring they adhere to the highest standards of quality, functionality, and performance. This role is essential in maintaining the integrity and efficiency of IT solutions that support critical business functions, including customer relationship management (CRM), sales processes, and digital transformation initiatives. The Functional Test Lead will be instrumental in developing and implementing comprehensive testing strategies, leading a team of skilled testers, and collaborating closely with cross-functional teams, including developers, business analysts, and project managers, to ensure that all solutions are thoroughly tested and aligned with the company’s objectives of innovation, customer satisfaction, and operational excellence. | | |
| **KEY DUTIES AND RESPONSIBILITIES** | * Develop and Implement Testing Strategies: Design and execute comprehensive testing strategies for commercial applications and integrations, ensuring they meet quality, functionality, and performance standards * Lead Testing Activities: Oversee all aspects of the testing process, including planning, execution, defect tracking, and reporting, to ensure commercial solutions are reliable and meet business requirements * Team Lead: Co-ordinate testing activities across teams both internal and via managed purchased services to allow for a scalable resource dependent on the needs of the project * Collaborate with Cross-Functional Teams: Work closely with developers, business analysts, project managers, and other stakeholders to ensure testing is aligned with project goals and timelines * Test Automation: Identify opportunities for test automation within supported applications and help develop initiatives to implement automated testing tools and processes to improve efficiency * Quality Assurance: Ensure that all commercial solutions are thoroughly functionally tested and comply with company standards for quality, security, and performance * UAT: Work with business stakeholders to define and co-ordinate User Acceptance Testing, to ensure that business approval is obtained prior to product release * Defect Management: Manage the defect lifecycle, including identification, documentation, tracking, and resolution, ensuring timely and effective communication with development teams * Risk Assessment: Identify and assess risks related to testing and work with relevant teams to mitigate potential issues * Continuous Improvement: Continuously evaluate and improve testing processes, tools, and methodologies to enhance the effectiveness and efficiency of testing * Reporting and Documentation: Prepare detailed test reports, metrics, and documentation for stakeholders, providing clear insights into the quality and readiness of commercial solutions * Compliance and Standards: Ensure all testing activities comply with industry standards, regulatory requirements, and company policies, particularly in areas like data privacy and security * Support Digital Transformation Initiatives: Contribute to the company’s digital transformation efforts by ensuring that commercial solutions are robust, scalable, and aligned with business objectives | | |
| **MANAGEMENT BREADTH** | The position requires the management of one’s own time and external partner testing resource. This role will also be key in working with other teams both inside and outside of IT | | |
| **RELATIONSHIPS** | Relationships with the broader IT team and wider AML organisation | | |
| **BUDGETARY ACCOUNTABILITY** | Limited budgetary responsibility | | |
| **PROBLEM SOLVING & ACCOUNTABILITY** | The job holder will be expected to be proactive and self-motivated with high level guidance from the Head of Testing | | |
| **CONSTRAINTS** | The post-holder will be required to comply with all policies and procedures issued by and on behalf of Aston Martin Lagonda Ltd. | | |
| **CAREER PROGRESSION OPPORTUNIES** |  | | |
| **ADDITIONAL REQUIREMENTS** | May be required to travel to other AML sites. | | |
| **DISCLAIMER** | The above list of job duties is not exclusive or exhaustive and the post holder will be required to undertake such tasks as may reasonably be expected within the scope and grading of the post. | | |
| **EXPERIENCE & QUALIFICATIONS** | | | |
| **ESSENTIAL EXPERIENCE** | * Extensive Experience in Testing: Proven experience in testing commercial applications, including Salesforce and integrations to external applications. * Strong Knowledge of Testing Methodologies: Deep understanding of the testing lifecycles, including functional, regression, integration, and user acceptance testing (UAT). * Proficiency in Defect Management: Expertise in managing the defect lifecycle, including tracking, reporting, and collaborating with development teams to resolve issues. * Experience in Agile Environments: Familiarity with Agile development practices and experience working in Agile project teams, particularly in the context of Salesforce deployments. * Cross-Functional Collaboration: Proven ability to collaborate effectively with cross-functional teams, including developers, business analysts, and project managers. * Team leadership: Experience of leading teams within a testing context * Experience with Testing Tools: Proficiency with testing tools and platforms such as DevOps, Jira, or other relevant test management and defect tracking tools. * Experience in Digital Transformation Projects: Experience in testing within the context of digital transformation initiatives, particularly involving CRM systems like Salesforce, and ERP systems such as Infor LN. * Knowledge of Compliance and Security Standards: Understanding of relevant industry standards and regulations, especially in relation to data privacy and security within CRM environments. | | |
| **PREFERRED EXPERIENCE** | * Manufacturing / Automotive / Commercial * Knowledge of manufacturing industry standards and regulations: Familiarity with industry-specific standards, regulations, and safety requirements related to IT systems in automotive manufacturing, such as ISO 26262, Automotive SPICE, or other relevant frameworks. | | |
| **ESSENTIAL EDUCATION / QUALIFICATIONS** | * Educated to Degree level or equivalent | | |
| **PREFERRED EDUCATION / QUALIFICATIONS** | * Salesforce Testing and Automation: experience with complex Salesforce implementations and expertise in test automation using tools like Selenium, TestNG, or Provar * Integrations with manufacturing systems such as Infor LN | | |
| **REQUIRED  SKILLS / BEHAVIOURS** | 1. Testing (TEST) - Level 5   •Oversees all testing activities, ensuring they are planned, executed, and meet requirements. Leads the use of testing tools and methods.  2. Quality Assurance (QUAS) - Level 5  •Manages quality assurance processes to ensure all products and procedures meet quality standards. Leads quality assessments and improvements.  3. Stakeholder Management (RLMT) - Level 5  •Works with stakeholders to manage relationships and ensure their needs are met. Facilitates communication between stakeholders and the team.  4. Change Management (CHMG) - Level 4  •Manages change processes to minimize disruption, ensuring changes are properly evaluated and communicated.  5. Configuration Management (CFMG) - Level 4  •Manages and tracks system and software configurations to maintain integrity throughout the lifecycle.  6. Business Process Testing (BPTS) - Level 5  •Leads the testing of business processes to ensure they meet quality and performance standards.  7. Risk Management (BURM) - Level 5   * Identifies and manages risks in testing activities, implementing strategies to monitor and control these risks. | | |
| **PHYSICAL REQUIREMENTS** | Job role is office based | | |
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| **REVIEWED BY: NAME & TITLE** |  | **DATE APPROVED** |  |
| **DATE REVIEWED** |  |