# Job description

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| Job title | Software & Systems Test Engineer |
| Department | Technology |
| Contract | Permanent |
| Salary | £35,000 per annum (£30,848 plus £4,152 MPA) |
| Hours | Full-time, 36 hours per week |
| Location | Millbank |
| Reporting to | Head of Business Solutions |

## Background

Tate's vision is to serve as artistically adventurous and culturally inclusive art museums for the UK and the world.  We deliver this through activities in our four galleries across the UK (Tate Liverpool, Tate St Ives, Tate Britain and Tate Modern), our digital platforms and collaborations with our national and international partners. At the heart of Tate is our collection of art, which includes the national collection of British art from the 16th century to the present day, and international modern and contemporary art from 1900 to the present day, spanning all continents. We seek to expand access to the collection and deepen understanding of art in all its diversity.

Tate is a leading global institution, and we influence critical thinking about art practice. Tate is committed to maintaining free entry for audiences to our collections.  We see access to art for everyone as a universal human right and we see our galleries as sites of creative learning. We want to champion the importance of making art and encourage people to explore the many ways in which art is created and develop their own creative potential.

We want to welcome audiences that better reflect the towns and cities in our nation and attract a diverse international public. Our reach is already powerful. We intend to increase its impact across society, with art that resonates around the world.

Everyone who works at Tate has a role to play in achieving these goals. We offer exciting work built around our love for art, and have a strong commitment to equality, diversity and inclusion, with the aim to have our workforce and audience as diverse as the communities we serve. And everything we do is only possible thanks to our fantastic colleagues, who really know their stuff, support each other and want to do the best for our audiences.

We hope you will consider joining our team.

You can find further information about Tate on our website: www.tate.org.uk.

## About the role
Love to see how systems work? The Technology team at the Tate are looking for a Software & Systems Test Engineer to help deliver a varied number of projects including enhancements to current systems and replacing old ones.

## About your team
Tate's Technology Department delivers operational, systems development and information management services to over 1,200 users internally across five sites, as well as supporting our website and platforms which are viewed and accessed across the world.

The Business Solutions Team provide the capability to work with the organisation to deliver high quality technology projects spanning all areas. This includes business analysis, project management, test, and delivery resources to drive forward improvement of technology across the organisation, be that a new streamlined solution for loan items to the design and deployment of a new building management or security system.

The role will report to and work with the Head of Business Solutions and the wider team to ensure there is planned and managed project delivery of technology-based initiatives arising from the Information Systems Strategy Group as well as agile continuous improvement in business platforms areas. They will be responsible for managing key stakeholder relationships in selected departments whilst being an ambassador for the Technology department.

## What you will gain
Motivated, and skilled people are key to our continued success, and we want everyone at Tate to have the opportunity to develop and thrive. In this team, you will be encouraged to contribute your ideas, realise your potential, and learn new skills and knowledge.

## What you will do (Main Duties and Responsibilities)

- Meet with system users to understand the scope of projects.
- Work with software developers and project support teams.
- Identify business requirements.
- Monitor applications and software systems.
- Carry out stress testing, performance testing, functional testing and scalability testing.
- Create test plans and write scripts from functional requirements.
- Execute test scripts, analyse results, & manage defects.
- Run manual and automated tests
- Test in different environments including web and mobile
- Write bug reports
- Assess code (where necessary)
- Review documentation
- Work towards departmental and project deadlines
- Provide quality assurance
- Provide objective feedback to software development project teams

- Troubleshoot and problem solve
- Design tests to mitigate risk
- Present findings to software development and business user teams
- Work on multiple projects at one time
- Document analysis
- Communicate findings to technical and non-technical colleagues.

## What you will bring to the team

- Demonstrable knowledge and experience of systems software testing both manually and using automated tools.
- Experience of using different system testing tools.
- Good working ability of managing and working with internal and external stakeholder relationships and fostering a culture of high-quality delivery.
- Proven ability to build and maintain good working relationships with internal stakeholders across all levels of the organisation and within the technology-rich delivery functions.
- Ability to influence and persuade; being able to demonstrate technical knowledge whilst cutting through complexity to translate and apply this to testing outcomes to the solutions which are crucial to deliver business change.
- An excellent verbal and written communicator with strong interpersonal skills with the ability to work with everyone.
- A willingness to implement and drive continuous improvement methodologies across the projects.
- Interested in keeping current with the latest technologies and looking for ways these can be applied to make Tate more efficient and successful.
- Excellent analytical, creative, and problem-solving skills with a high attention to detail
- Self-motivated and capable of managing multiple priorities and tasks autonomously.
- Commitment to diversity and inclusion, and the ability to support Tate's objectives for creating a positive and inclusive working environment by displaying the principles of equality and diversity as they relate to audiences.

The requirements listed here are guidelines, not hard and fast rules. You don't have to satisfy every requirement and we welcome candidates who bring transferable skills. Applying gives you the opportunity to be considered.

# Tate for all
## Diversity and Inclusion
Our jobs are like our galleries, open to all.

Our aim is to become a truly inclusive organisation with a workforce and audience as diverse as the communities we serve. This is fundamental to Tate's future success and our ability to continue to contribute to culture and society in the UK.

We want our workforce to be more representative of all sections of society at all levels in the organisation. The range of perspectives and experience diversity brings is an asset to our

organisation and we want to create an inclusive, welcoming environment for visitors, artists and all those who work at Tate. Tate expects all employees to contribute to this aim as part of their role. More information about diversity and inclusion at Tate can be found on our [website](#).

## Our Values

- **Open**: we're welcoming, generous-spirited and inquisitive, with an open-source attitude that thrives on collaboration.
- **Bold**: we have the courage of our convictions, we're willing to take imaginative risks: we aren't afraid of failure - so long as we learn from it.
- **Rigorous**: we'll win people's trust if we're accountable for our actions and excellence underpins everything we do.
- **Kind**: we value and respect each other, our partners, and our visitors, striving to make every encounter memorable and enriching.

## Benefits

- Birthdays off each year.
- XX days leave per year.
- A pension scheme with generous employer contributions.
- Life Assurance and Income Protection for DC scheme members.
- Interest-free Season Ticket Loan.
- Cycle to Work scheme – enabling you to buy a bike in a tax efficient way, for travelling to and from work.
- Rental deposit scheme – an interest free advance to help towards the cost of a deposit for privately rented accommodation.
- Subsidised staff catering arrangements and discounts in the Tate Restaurants and Cafes.
- Access to Tate Benefits which offers access to discounts in high street stores.
- Access to a 24/7 Employee Assistance Programme to support you with any work, personal or family issues. This includes telephone-based support, as well as comprehensive online resources.
- Free entry to paying exhibitions at Tate Galleries. Opportunities for family and friends to visit the major exhibitions out–of-hours.
- Discounts on items purchased in the Tate shops.
- Free access to a number of other galleries and museums throughout the UK on production of a valid staff pass.
- Free access to other galleries and museums abroad through the International Council of Museums (ICOM) membership.

## Safer Recruitment

Tate is committed to providing a safe environment for all those who work at Tate and all those who come into contact with Tate as visitors to the galleries, as participants in Tate activities, and online. The safe recruitment of all those who undertake work on behalf of Tate is the first step to ensuring that we are fulfilling this commitment.

All positions at Tate are offered subject to the following conditions:
- Receipt of satisfactory references covering the last 3 years of your employment or education.

- Health clearance
- A satisfactory Disclosure Check.
- Proof that you are legally entitled to work in the UK

You can find out more information about our pre-employment checks and what they mean for you in our 'Guidance Notes for Applicants' document.

## How to apply

Our opportunities are open for you to apply online. Please visit: www.tate.org.uk/about/workingattate/ to create an account by registering your details or, if you are an existing user, log into your account.

For all opportunities we ask candidates to complete an online application form for the vacancy they are interested in.  If you need an application form in an alternative format please call us on 020 7887 4997. Once you have submitted your application you can keep track of its progress by logging into your account.

The closing date for the submission of completed application forms is 5th April 2024 by midnight.

Where vacancies attract large volumes of applicants, we reserve the right to close this vacancy early. Therefore, if you are interested, please try to submit your application as early as possible.