



Post: Quality Assurance (QA) Tester
Reference: TG2528
Band: 3L
Department: Digital
Contract: Permanent
Hours: Full-time
Reporting to: Project Manager, Digital
Location: Millbank, London

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 British art from the 16th century to the present day, and international modern art from 1900 to the present day.

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

Tate Digital places audiences at the centre of experiences which span online, gallery and commerce. The Digital department is highly collaborative, working across the organisation to develop and deliver products and projects designed to provide access to Tate's collection.

Tech Stack

You will be working with a Django front end, powered by Drupal CMS, along with test software and project management tools. Tate will be re-platforming its CMS in 2020/21, which means the role will suit someone with an aptitude for working with new technologies.

This is an exciting time to join the team. We are open to working in new ways and would be open to testing approaches that have been developed from your previous experiences.

Purpose of the Job

To lead on the creation of test plans, the execution of manual test cases, and provide results analyses to the team and other stakeholders.

Main Activities/Responsibilities

- Lead the definition and execution of the test approach for Tate digital products
- Create manual tests (End to End, debugging, test planning and documentation) to verify viability, and functional and non-functional requirements of a product in various stages of the development lifecycle

- Verify reported issues, determining their underlying cause and identifying how to reach a resolution
- Find critical bugs, determining their underlying cause and identifying how to reach a resolution
- Collaborate with other Product team members throughout the development cycle
- Scope and prioritise tasks, ensuring that the testing of products is completed on time and within budget and resources available
- Identify, document and manage risks to project timelines
- Communicate project status information and issues to the Product team and relevant stakeholders clearly and effectively
- Ensure that all digital products meet Tate standards for quality and accessibility

Person Specification

Essential

- Demonstrable experience in developing effective manual test strategies and plans, including the determination of acceptance criteria
- A track record in executing manual test cases and providing results analysis
- Working knowledge of test software and QA methodology
- Experience in cross-browser / platform testing including mobile and tablet devices
- Ability to anticipate and understand problems, and to tackle them with a pragmatic approach
- Ability to work independently to identify and resolve issues
- Experience of working with agile and user-centred design methodologies, and being prepared to be the users' advocate
- Excellent written and verbal communications skills, with the ability to explain complex technical concepts to a non-technical audience
- Ability to collaborate with and build relationships with both internal stakeholders and external agencies
- Good understanding of usability and accessibility issues for websites and other digital product, including the W3C accessibility standards and website best practice
- Experience of working with content management systems, and project management tools
- Understanding of the principles of diversity and inclusion as they relate to audiences and the ability to apply and promote these in practice at work
- An interest in and commitment to the work of Tate

Summary of Terms and Conditions of Employment

Type of Contract

This appointment is offered on a permanent contract.

Working Hours

This post is offered on a full-time contract working 36 hours per week – Monday to Friday.

Salary

This post is graded on Band 3L of the Tate pay scales.

An appointment to this post will be made at the minimum of the band at £33,106 per annum.

In addition, this post will attract a market rate allowance of £5,000 per annum.

A review of pay is undertaken annually at Tate through negotiation with the recognised trade unions. Any increases to individual salaries, will be subject to the terms of Tate's annual pay settlement and will be applied from 1 April.

Annual Leave and Public Holidays

Annual leave is 25 working days per annum rising to 27 working days per annum after three years' service. In addition, we offer paid time off for the 8 public holidays and 1 Tate day (on 24 December when the galleries are closed).

Pension Benefits

An important part of the pay and reward package Tate offers employees is the option to join the Civil Service Pension arrangements. These arrangements currently offer a choice of two types of pension:

- **Alpha.** This is a defined benefit occupational pension scheme that currently has a member contribution rate which ranges from 4.6% -8.05% dependent on your salary. As your employer we meet the rest of the cost of the scheme. Further information about this can be found at www.civilservicepensionscheme.org.uk
- **Partnership** pension account. This is a stakeholder pension with a contribution from ourselves. How much we pay is based on your age. We pay this regardless of whether you choose to contribute anything. You do not have to contribute but, if you do, we will also match your contributions up to 3% of your pensionable earnings. The contributions are in addition to the age-related contribution mentioned above.

If you have previously worked for an employer who participated in the Civil Service Pension scheme or other Public Service pension schemes different conditions may apply.

Other Discretionary Benefits

- 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.

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.

Diversity and Inclusion

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](#).

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 **2 February 2020 by midnight**.

Our jobs are like our galleries, open to all.

