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| Position  | **Insights Test Analyst** |
| Reports to | Insights Architect & Engineering Manager |
| Work level | **1** [ ]  | **2** [ ]  | **3** [x]  | **4** [ ]  | **5** [ ]  | **6** [ ]  | **7** [ ]  |
| Team | **Insights** |
| Group | **The Experience Group** |
| Location | **Onsite at the Hub in Melbourne CBD or Hybrid** |
| Direct reports | **0** |
| 1. Purpose of the position and link to strategy
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| The **Insights Test Analyst** will support the Insights team in the enterprise design and implementation of new data reporting and analytics products and services across the organisation. With a focus on data this role will also provide a quality assurance function to support the delivery of upstream system changes from external suppliers and analyse data discrepancies within the reporting environment. This role is linked to the core goals of Understanding and Integrity within Beyond Blues 2023+ strategy.  |
| 1. Key accountabilities of position
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| * Collaborate with cross-functional teams to understand project requirements, specifications, and design documents.
* Design, develop, and maintain automated and manual test scripts using industry-standard automation frameworks and tools.
* Execute test scripts and analyse test results to identify defects, performance issues, and other quality-related concerns.
* Work closely with developers, business analysts, and other stakeholders to reproduce, troubleshoot, and verify reported issues.
* Participate in test planning and strategy discussions to ensure comprehensive test coverage across various software modules.
* Contribute to the continuous improvement of the testing process, including identifying opportunities for test script optimization, automation, and efficiency enhancements.
* Provide regular status updates on test progress, issues, and risks to project stakeholders.
* Analyse the end-to-end data product lifecycles including ETL processes through to data visualisations and reporting and provide assurances to data integrity and reporting metrics.

 Community connection* Enterprise partnerships with all service and program areas requiring data management and insights reporting solutions.
* Supporting Enterprise Data Governance to ensure conformance to security and privacy by design principles to protect the community and the respective data.
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| 1. Key outcomes, or desired impact of role, linked to strategy
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| Area of impact* Implementation of the Enterprise Data Governance Strategy relating to data architecture.
* Support the design and expansion of the Data & Analytics Platform (Databricks)
* Design and document the relevant data lifecycle processes
* Engage organisational stakeholders to define and design the Enterprise Data Model and the respective conceptual data models relating to the Data & Analytics Platform.

KPI’s/Goals are set in the performance review cycles – January to June / July to December as part of our [Thrive Framework](http://bbconnect.beyondblue.org.au/Pages/Performance-Review.aspx).  |
| 1. Core Capabilities
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| Of the eight capabilities listed in our [capability framework](http://chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/http%3A/bbconnect.beyondblue.org.au/bbConnectDocs/bbHRDocuments/Performance%2C%20planning%20and%20reflection/BB_Thrive_framework_final.pdf), critical for role success.* Critical Thinking
* Innovating Mindset
* Partnering
* Innovating Mindset
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| 1. Specific Job Competencies
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| Education/qualifications* Degree in computer science, information systems, digital or related field.
* Preferred minimum of 3-5 years’ experience in similar testing or developer roles.

Experience**Essential*** Proven expertise in designing, developing, and maintaining automated test scripts using industry-standard tools such as Selenium.
* Strong programming skills in languages such as Java, Python, or C#, SQL for test script development.
* Ability to build relationships and coordinate data solutions with many internal and external stakeholders.
* Experience with version control systems (e.g., Git) and continuous integration/continuous deployment (CI/CD) pipelines.
* Ability to create, execute, and maintain test plans and test cases for complex data solutions.
* Excellent problem-solving skills and attention to detail, with a passion for ensuring product quality.
* Strong communication and collaboration skills to work effectively within a cross-functional team environment.

**Desirable** * Relevant certifications such as ISTQB Foundation Level or higher, Certified Selenium Professional, or equivalent.
* Experience working with Data Lakehouse using Azure Databricks and open-source Delta Lake.
* Experience with testing in an Agile/Scrum development environment. Knowledge and delivery of data governance principles and DMBOK framework.
* Familiarity with API testing and tools (e.g., Postman, REST Assured).
* Experience with test data management, test environment setup, and configuration management.
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| 1. Values leadership and our culture at Beyond Blue
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| Beyond Blue ValuesWe all play a part and take responsibility for our impact on the culture at Beyond Blue, in line with our [Values](http://bbconnect.beyondblue.org.au/Pages/beyondblue-Values.aspx).Cultural competency Beyond Blue strives to maintain a culturally competent and inclusive workplace. All employees are expected to undergo regular cultural competency training as part of their professional development plans. |