JOB SPECIFICATION
Senior QA Engineer

At a glance

Job Title
Senior QA Engineer

Team
QA

Line Manager
QA Manager

Location
Hybrid/Remote/Winnersh/Cardiff

Employment Type
Full time, (1 year maternity cover with an option to be extended further)

Package
- Salary commensurate with seniority
- Comprehensive benefits, including life and health cover
- Participation in an HMRC EMI share options program

We go FullCircl

FullCircl connects the insight you need when it matters most. We partner with more than 700 of the UKs leading banks, insurers and FinTech to deliver market leading insight on their business customers. Clients use our product to solve three mission critical business challenges, namely how to: identify & acquire, verify & onboard and retain & grow customers.

Following the recent acquisition of W2, a specialist compliance and fraud platform, FullCircl's identity solutions products are maturing to reach new regulated markets, including gaming and gambling.

Our web applications and APIs are now used by more than **15,000 end users** in large clients including **Barclays**, **Lloyds**, **NatWest**, and **Aon**, as well as powering digital journeys for high growth challengers such as **Tide**, **GoHenry**, **Mettle**, **Caxton**, and hundreds more.

Having established a roster of blue-chip enterprise clients in the UK, FullCircl is now looking to expand its reach through continued investment in the platform and exciting partnerships with category leading vendors including **Acturis, nCino and IDNow.**

We have more than doubled in size over the past two years and is now a scale business that has been profitable since early 2022.

FullCircl was formed in 2021 following the merger of Artesian Solutions and DueDil. In September 2023 FullCircl acquired W2 Global Data Solutions. FullCircl is backed by top-tier investors which include Octopus Investments, Notion Capital, Augmentum Fintech and notable angel investors which include Dr Steve Garnett (EMEA Chairman SFDC).

Visit fullcircl.com to find out more.

We believe greatness requires G.R.A.F.T.

We want to hire like-minded people which is why our core values are important because if you join us it is pretty important that you fit right in. Ask yourself, do they describe you?

Growth Mindset	**R**esourceful	**A**ccountable	**F**actual	**T**eam
We are the change we want to see	We find a way to get it done	We do what we say	We tell it like it is (without being a jerk)	We work together to win together

We're trusted by 600+ leaders in financial services

> *This merger brings together two exciting UK FinTechs both of which play a key role in the broader NatWest Group; providing client relationship intelligence for our frontline and business development teams and, via their integration with Mettle, helping us completely automate business account opening. I am looking forward to seeing what the combination of these two great innovators will bring.*

Ian Isaac Managing Director – Lombard

What we can offer you

We realise at FullCircl that it takes a dedicated team of brilliant people to continually innovate, push boundaries and exceed expectations. To us this means creating opportunities for employees to be challenged, take ownership over initiatives, spread their wings, and feel safe to try new things. We are passionate about creating a culture where your progression is a unique experience, with you in the driver's seat. We pride ourselves in bringing together a diverse group of individuals with the skills, energy and shared passion to help us do amazing things. Still led by our three original founders, we're constantly on the lookout for rising stars.

- We are a team that has a clear view of where it wants to go and are committed to supporting each other to get there.
- We have created an environment where driven and accountable people thrive, and the development and progression of people in our team is a top priority.
- We have been successful by building relationships with senior leaders in banking, insurance and FinTech and consistently delivering value to their teams.
- We operate in an environment where your contributions will be meaningful and good work recognised.
- We provide competitive compensation and benefits and believe employee ownership is a key part of cultivating the mindset we want from everyone.

THE ROLE IN A NUTSHELL
Senior QA Engineer

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We are seeking a QA engineer to join our team and to work on a variety of assignments under the guidance of our technical leaders and product management team. The role will be based at our offices in our Winnersh office (Reading, Berkshire) with the option to work from home 3-4 days a week. Duties will include core product quality assurance; testing of changes that are made by our development teams as well as working closely with our product teams on existing projects and supporting existing clients. There are also a need to maintain and build upon the automated testing suite in Cypress of the UI and API in ReadyAPI software tools.

KEY RESPONSIBILITIES
- Discovery: You're able to develop a deep understanding of our customers, the problems they're trying to solve and how we might help solve them.
- Strategic vision: You're able to absorb and process information from many sources to form your own view of where our market is going and how we should develop our product to meet new challenges.
- Building champions: You'll possess first-rate communication skills to educate internal and external stakeholders about the value of what we're creating and why it matters to them.
- Execution-focused: You'll be soft on people and hard on problems, rallying those around you to push themselves and deliver great products.

- Leading by example: You'll embody the standard you expect from others and demonstrate your craft by owning key product initiatives.
- Coaching: You'll foster a growth mindset in the members of your team and support their development personally and professionally.
- Collaboration: You'll earn the respect of our engineering team and be comfortable working cross-functionally to achieve the objectives of the product team.
- Advocacy: You'll evangelise and advocate for our users and our product, helping to define the standard for Customer Lifecycle Intelligence in the market.
- Impact: You'll measure, analyse and communicate the value of our platform, iterating where necessary to achieve our goals.
- Communication: You'll display an excellent English Language verbal and written communication skills and willingly shares knowledge
- Flexibility: You'll display a flexible and positive attitude to change and ambiguity, who can work independently and be self-motivated

TECHNICAL REQUIREMENTS

The successful candidate will possess the majority of these attributes:
- At least 5 years working as a Quality Assurance / Test Engineer
- Testing within an Agile development environment (testing within sprints, definition of done, testing small increments in a rapidly moving environment, test driven development, the concept of User Stories)
- Must display a strong technical and analytical skills with a strong attention to detail
- Must have exposure in working with an automated UI tool and creating tests using Cypress (or equivalent)
- Must have experience in implementing the automation Web service tests (REST) using ReadyAPI (or equivalent)
- Must have exposure to being involved in releasing software and QA environment configuration management
- Excellent knowledge and hands on experience in working with databases and can write simple SQL Queries
- Must possess a creative aptitude for test script work and possess good analytical and problem solving skills
- Team oriented, tenacity and enthusiastic about quality
- Able to work from our Winnersh office 1 day per week, or more if you wish!

OUR AMAZING BENEFITS

- A team of like-minded people committed to your success, now and in the future.
- Hybrid/flexible working model - 2 offices, London and Reading!
- 25 days' annual leave
- Life Assurance and a fabulous Employee Assistance Programme.
- Private Healthcare for you - talk to us about adding your family!
- Discounts on various retail stores, gym memberships and a bike scheme.
- Access to LinkedIn Learning.
- Peer to peer recognition...and much, much more!

About Us

- We have a culture deeply engaged in D&I and have a team dedicated to overseeing this
- There's 18+ languages spoken between us!
- We actively engage with and support charitable initiatives and volunteer opportunities
- Our skills are shared through our Mentorship program, all are welcome to join

- All ideas and feedback are welcomed. We want all FullCircl'rs to have a voice

" No matter what stage you are in your career, at FullCircl you are viewed as an individual and given the opportunity to own your career. During my time at FullCircl, the nurturing culture has grown my confidence and given me the opportunity to work with some of our biggest clients.".... Chloe Weatherill – CSM

How to Apply

If this role is of interest send your CV to CV@fullcircl.com and we'll be happy to have a conversation - speak soon!