



## JOB DESCRIPTION

### Post Details:

Post Title:	<b>Test Engineer</b>	Organisational Element:	AirC2 Center
Military/Civilian:	Civilian	Location:	The Hague, NL

### Organisation context:

This is a position within the NATO Communications and Information Agency (NCI Agency), an organization of the North Atlantic Treaty Organization (NATO).

To strengthen the Alliance through connecting its forces, the NCI Agency delivers secure, coherent, cost effective and interoperable communications and information systems in support of consultation, command & control and enabling intelligence, surveillance and reconnaissance capabilities, for NATO, where and when required. It includes IT support to the Alliances' business processes (to include provision of IT shared services) to the NATO HQ, the Command Structure and NATO Agencies.

### Organisational Element Statement of Functions:

The AirC2 Centre delivers planning, development, procurement, implementation and In-Service Support of NATO authorised AirC2 capabilities across the Alliance and bilaterally in the European Nations of the Alliance, satisfying the operational requirements, assuring the coherence, integrity and interoperability of the involved NATO and national systems and sub-systems. In doing so, the AirC2 Centre contributes to NATO's Integrated Air and Missile Defence operations and continuously evolves NATO authorised systems and services to empower seamless, resilient and adaptable NATO operations in a multi domain environment.

The Business Assurance Functional Group ensures that the AirC2 centre delivers high-quality products and services to its customers and stakeholders. The Functional Group is responsible for the direction, management and execution of the activities related to the Verification, Integration, Operational Validation and Acceptance of the Systems and capabilities delivered by the AirC2 centre. In addition the Functional Group defines, establishes and maintains a mission assurance framework, in line with the NCI Agency's policy and directives, in order to provide quality and safety assurance.

The Test Management maintains a Business Assurance Framework providing consistent Test, Validation and Verification of AirC2 Systems in line with NCIA guidelines and practices.

### Job role description:

The Test Engineer ensure that applications, systems, products and services are reliable, functional, and meet the expectations of end users and business goals. They play a vital role in reducing defects, preventing costly post-release fixes and contributing to the overall quality of applications, systems, products and services. Their role is to ensure the quality through systematic planning. execution and analysis of tests, identifying and helping resolved defects to deliver a better end-user experience.

**Duties and Responsibilities:****Quality assurance**

- Plans, organises and conducts assessment activity and determines whether appropriate quality control has been applied.
- Conducts formal assessments or reviews for given domain areas, suppliers, or parts of the supply chain.
- Collates, collects and examines records, analyses the evidence and drafts all or part of formal compliance reports.
- Determines the risks associated with findings and non-compliance and proposes corrective actions.
- Provides advice and guidance in the use of organisational standards.

**Methods and tools**

- Provides advice and guidance to support the adoption of methods and tools and adherence to policies and standards.
- Tailors processes in line with agreed standards and evaluation of methods and tools.
- Reviews and improves usage and application of methods and tools.

**Acceptance testing**

- Develops acceptance criteria related to functional and non-functional requirements, business processes, features, user stories and business rules.
- Designs, specifies and executes test cases and scenarios to test that systems, products and services fulfil the acceptance criteria and deliver the predicted business benefits.
- Collaborates with project colleagues and stakeholders involved in the analysis, development and operation of products, systems or services to ensure accuracy and comprehensive test coverage.
- Analyses and reports on test activities, results, issues and risks including the work of others.

**Systems integration and build**

- Provides technical expertise to enable the configuration of system components and equipment for systems testing.
- Collaborates with technical teams to develop and agree system integration plans and report on progress.
- Defines complex/new integration builds.
- Ensures that integration test environments are correctly configured.
- Designs, performs and reports results of tests of the integration build.
- Identifies and documents system integration components for recording in the configuration management system.
- Recommends and implements improvements to processes and tools.

**Configuration management**

- Applies tools, techniques and processes to track, log and correct information related to configuration items.
- Verifies and approves changes ensuring the protection of assets and components from unauthorised change, diversion and inappropriate use.
- Ensures that users comply with identification standards for object types, environments, processes, life cycles, documentation, versions, formats, baselines, releases and templates.

- Performs audits to check the accuracy of the information and undertakes any necessary corrective action under direction.

**Additional duties for this post:**

Conducting test planning and analysis, including identifying test objectives, test conditions, and test cases.

Executing tests and recording test results, including identifying and documenting defects and issues.

Collaborating with stakeholders to ensure that defects and issues are resolved and that software meets quality standards.

Continuously improving testing processes and procedures, including identifying and implementing new tools and techniques.

Ensures products meet quality standards by performing thorough testing, verification and validation

Perform other duties as may be required

Deputise for higher grade staff, if required.

**Education, Experience and Training (essential):****Education:**

A minimum requirement of a Bachelor's degree at a nationally recognised/certified University in a related discipline and 2 years post-related experience.

Or exceptionally, the lack of a university degree may be compensated by the demonstration of a candidate's particular abilities or experience that is/are of interest to NCI Agency, that is, at least 6 years extensive and progressive expertise in duties related to the function of the post.

**Experience:**

- At least 2 years recent experience in planning and execution of test, verification and validation activities in large complex projects;
- At least 2 years recent experience with functional, non-functional and interoperability testing of systems and products on Unix/Linux based environments;
- Proven experience with managing external stakeholders and co-workers during the execution of large complex projects;
- Ability to understand and reason about hardware and software systems architectures typically found in system design documents;
- Ability to understand technical concepts such as DNS, NTP, Email, Databases, Application architectures and inter-application communication protocols;
- Ability to communicate with clarity, coherence, conciseness and engagement, both orally and in writing;

**Training/Certifications:**

- Foundation level certification in Testing (ISTQB or equivalent)

**Education, Experience and Training (desirable):**

**Education:**

Bachelor degree in Computer Science or other engineering discipline.

**Experience:**

Prior experience of working in an international environment comprising both military and civilian elements;  
Knowledge of NATO responsibilities and organization, including ACO and ACT.

- Experience with development of test (automation) tools.
- Knowledge of Air Command and Control operational concepts.

Prior experience in programming.

**Behavioural competencies:**

- *Relating and Networking* - Easily establishes good relationships with customers and staff; relates well to people at all levels; builds wide and effective networks of contacts; uses humour appropriately to bring warmth to relationships with others.
- *Achieving Personal Work Goals and Objectives* - Accepts and tackles demanding goals with enthusiasm; works hard and puts in longer hours when it is necessary; seeks progression to roles of increased responsibility and influence; identifies own development needs and makes use of developmental or training opportunities
- *Working with People* - Shows respect for the views and contributions of other team members; shows empathy; listens, supports and cares for others; consults others and shares information and expertise with them; builds team spirit and reconciles conflict; adapts to the team and fits in well.

**Language:**

A thorough knowledge of one of the two NATO languages, both written and spoken, is essential and some knowledge of the other is desirable.

**NOTE:** Most of the work of the NCI Agency is conducted in the English language.