Job Basics:

Title: Senior, QA Engineer (Automation)
Team: Technology
Location: Accra, Ghana
Reporting To: CTO

About the Role:

The Senior QA Manager will lead the Quality Assurance (QA) efforts and manage a team of QA engineers. This role is responsible for developing and implementing manual & automated testing strategies to ensure the highest quality of software products. The ideal candidate will have extensive experience in QA automation, strong leadership skills, ability to handle pressure from multiple projects, and a passion for ensuring product excellence.

Key Responsibilities

- Lead, mentor, and manage a team of QA engineers.
- Develop and maintain a high-performing QA team through effective hiring, training, and performance management.
- Foster a culture of continuous improvement, collaboration, and innovation within the QA team.
- Identify opportunities for automation in the QA process and prioritize automation efforts.
- Oversee the creation and execution of manual & automated test plans, test cases, and test scripts.
- Ensure thorough coverage of test scenarios, including functional, regression, performance, and load testing.
- Coordinate with development teams to ensure timely and effective testing of software releases.
- Use a combination of tooling – Selenium, Appium, Karate, Jest, etc. to create well-structured automated tests
- Stay current with emerging trends and best practices in QA and incorporate them into the team's processes.
- Ensure the effective integration of automation tools with CI/CD pipelines.
- Establish and monitor key performance indicators (KPIs) to measure the effectiveness of the QA team & efforts.
- Drive continuous improvement in QA processes and practices to enhance product quality and reduce defects.

- Collaborate with cross-functional teams to ensure quality throughout the software development lifecycle.
- Maintain comprehensive and up-to-date documentation for test plans, test cases, and test scripts.
- Provide regular reports on QA processes, metrics, and outcomes to stakeholders.
- Communicate effectively with senior management and other stakeholders regarding QA strategies and results.

Qualifications

- Bachelor's degree in computer science, Information Technology, or a related field. Advanced degree is a plus.
- Minimum of 8 years of experience in a QA (automation) role, with at least 3 years in a leadership/management role.
- Proven track record of managing and leading QA teams in a fast-paced, agile development environment.

Technical Competencies

- Proficiency in QA automation tools (e.g., Selenium, Appium, Karate, Cucumber, Jest) and methodologies (e.g., Unit Testing, BDD)
- Decent proficiency in programming languages such as Java, Python, NodeJS and JavaScript.
- Experience with CI/CD tools (e.g., Jenkins, TeamCity) and version control systems (e.g., Git).
- Knowledge of software development methodologies, particularly Agile/Scrum.
- Excellent leadership, communication, and interpersonal skills.
- Strong problem-solving abilities and attention to detail.
- Ability to manage multiple fast paced projects and priorities in a dynamic environment – with a lean time, tight budgets and deadlines.

About Us:

OrangeTech Limited is a newly registered subsidiary of Fidelity Bank Ghana. Currently, a Tier 1 bank, Fidelity Bank Ghana is committed to becoming a top 3 bank in Ghana with international standards.

OrangeTech believes that financial services should work for all. The problem is that the current traditional financial system isn't built to meet the needs of millions of Ghanaians and hundreds of millions of Africans. That's why we are working to enable and expand financial access to the underserved by creating technologies that help our target market displace cash & create a digital data trail that allows financial institutions to accurately assess and serve them.

How to apply:
Please e-mail a copy of your CV to techcareers@orangetech.io