

10 October 2024

The Public Investment Corporation SOC Limited (PIC) is an asset management firm, whose mandate is to make investments in various sectors of the economy on behalf of public sector entities. Amongst our clients are the Government Employees Pension Fund, the Unemployment Insurance Fund and the Compensation Fund. Over the years, we have grown to be amongst the top, large investment managers in South Africa and the rest of the African continent, with current assets under management at just over R2.6 trillion. At the centre of our growth is a team of self-driven professionals who are results focused.

We are currently seeking applications from dynamic individuals for the following position:

- **Position:** Quality Analyst
- ***Job Grade:** D1 - D3
- **Ref:** LQA01
- **Salary:** All-inclusive remuneration package negotiable
- **Centre:** Public Investment Corporation, Pretoria

Purpose of the role:

The Quality Analyst ensures high-quality software and product delivery by planning, implementing, and automating quality assurance testing to minimize the risk of software failure and negative business impact.

Requirements:

- BSc/BCom in Computer Science, Information Systems, Engineering or a related field
- Minimum 5 years of hands-on end-to-end software Quality Assurance experience.
- Familiarity with Agile frameworks and regression testing.
- Experience in documenting and testing complex test scenarios.
- Working knowledge of test management software
- Understanding of software development lifecycle (SDLC)
- Experience with test management tools (e.g., GitLab, Quality Center, Micro Focus,).

- Experience with test automation frameworks (e.g., Selenium, Cypress, Puppeteer, Playwright).
- Good knowledge of agile practices and experience with agile planning tools (e.g., Azure Boards).

Recommended/Preferred:

- ITIL Foundation
- Certified Tester (Association for Software Testers or Quality Assurance Professionals)
- Minimum 3 years of financial services experience

Duties:

- Review and analyze business requirements as well as system specifications.
- Collaborate with agile team members and other product stakeholders to plan and execute testing (e.g., regression, functional, data validation, system integration, load/scalability, stress and/or performance tests) for new and existing product features and/or functionality, as per business and technical requirements.
- Work closely with agile development teams to design testing strategies and integrate testing into the development process.
- Plan, create, execute, and test cases/scripts (preferably automated), working with business partners, developers, and other stakeholders.
- Support user acceptance testing conducted by business partners or end users.
- Review developers' test plans to ensure comprehensive coverage.
- Document, analyze and report (oral and written) test results (including bugs) and recommend corrective action.
- Isolate, reproduce, manage, and maintain defects and test case databases, and verify fixes.
- Work with relevant teams to troubleshoot issues.
- Conduct post-release/ post-implementation testing.
- Work with cross-functional teams to ensure quality throughout the software development lifecycle.
- Identify tests to perform to ensure end-to-end service performance from key stakeholder perspective.

- Facilitate the study of problems and needs to determine how the system testing assures information technology can best solve the problems and accomplish improvements in the business.
- Identify opportunities for process improvement or process re-engineering as well as software optimization.
- Conduct sprint estimation, planning, and managing development tasks as well as report in progress as per Sprint predetermined frequencies.
- Advise on solutions to conform to best practices.
- Compliance with PIC policies, procedures and standards.
- Maintain, share and transfer product, process and systems knowledge to Business and IT stakeholders.

Competencies and skills:

- Excellent communication skills, both verbal and written
- Good interpersonal skills
- Good analytical skills
- Have assertive nature
- Be customer service oriented
- Be able to handle excessive pressure
- Be willing to adapt to change when required
- Be deadline driven
- Ability to document and troubleshoot errors, with attention to detail

Our firm values diversity, and excellence and is committed to the realisation of these across all operations and investment activities. If you are dynamic, resilient, agile, disciplined and willing to be part of a team that is focused on creating meaningful change, you are welcome to submit your application for this position.

Closing Date: 16 October 2024

*** Grade Range: The grade range for this position is from D1 – D3, commensurate with applicable minimum requirements.**

The PIC is an equal opportunities employer, aligning appointments with the PIC Employment

Equity plan.

Please forward a copy of your comprehensive curriculum vitae to: Recruitment1@pic.gov.za

Privacy Notice: *By submitting your application, you consent to the PIC processing your personal information as per applicable laws and the PIC Privacy Policy available on the PIC website (www.pic.gov.za). You are free to withdraw your consent at any time, after which, the PIC may cease processing your application.*