

Position Description

SAP Test Analyst



IDFusion has been developing custom software solutions for over 12 years and is built on the strength of gifted programmers committed to a common philosophy of knowledge, community, and respect. We believe in recruiting extremely talented people with a focus on personal growth, team development, and client satisfaction.

Job Purpose

- To apply functional knowledge and technical expertise to the testing of client applications and maintenance of applications to meet business process requirements.
- To plan and implement system testing and quality assurance initiatives for clients before and after deployment.

Key Responsibilities

Key Objectives	Typical Activities
Coordinate all system test plans.	Create and/or define all system test plans according to the business and technical requirements including unit, functional and integration testing. Construct and modify system tests to defined standards. Prepare documentation.
Interact with User Acceptance Team	Interact with user acceptance team and provide technical input, support and analysis for software specifications.
Implement system tests	Analyze and implement system tests based on an established test plan including unit, functional and integration testing. Carry out integration testing and building of working versions of systems. Execute system tests to defined standards.
Perform functional and performance simulations.	Run functional and performance simulations to validate design.
Assess test variations	Assess reasons for variation in systems from standards.
Participate in audits and reviews.	Participate in formal periodic audits and milestone reviews

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Skills and Abilities	
Essential Skills	Proven Abilities
Adaptability	<p>Understands and recognizes the value of other points of view and ways of doing things.</p> <p>Displays a positive attitude in the face of ambiguity and change.</p>
Decision Making	<p>Uses principles, values and sound business sense to make decisions.</p> <p>Makes decisions in a changing environment in which factors change rapidly.</p>
Business Perspective	<p>Demonstrates understanding of how own responsibilities, activities and decisions relate to the success of the business.</p> <p>Demonstrates an understanding of accounting processes and practices.</p> <p>Understands the process of identifying client issues and management of expectations.</p>
Written Skills	<p>Writes brief, factual information.</p> <p>Writes clearly, using correct grammar, spelling and punctuation.</p> <p>Communicates respectfully.</p>
Analytical Thinking	<p>Integrates information from multiple sources.</p> <p>Anticipates likely outcomes in determining best course of action.</p> <p>Develops conceptual frameworks that guide analysis by describing patterns of complex relationships among elements and events in the environment.</p>
Communication Skills	<p>Verbally express ideas, directions, and information in a professional, clear, and concise manner while maintaining an awareness of tone, expression, and body language.</p> <p>Clearly and with proper grammar, prepare documents and reports as required.</p> <p>Professionally ask for any information needed from others to complete assigned tasks. Take responsibility to follow up on requested items and readily communicate to individuals, the consequences of not adhering to deliverable timelines.</p> <p>Patiently listen to all information provided by clients and co-workers to ensure that all details and requests are understood.</p>
Attention to Detail	<p>Provide accurate, consistent numbers on all paperwork. Work requires little or no checking.</p> <p>Provide information in a useable form and on a timely basis to others who need to act on it.</p> <p>Maintain a checklist, schedule, calendar, etc. to ensure that small details are not overlooked.</p> <p>Follow all policies, procedures, safety, and security measures in completing work.</p> <p>Understand the importance of details to a process and that all parts of the process are</p>

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	connected – if an error is made in one area, it can affect other areas.
Organization/Planning Skills	<p>Manage daily priorities to tight deadlines and schedules.</p> <p>Use life experience to guide decisions, understand people and circumstances, and complete tasks efficiently.</p> <p>Coordinate details for setting up an event or meeting.</p> <p>Read a manual or policy and be able to implement it in the specific way described.</p> <p>Take an assigned task and carry it out, together with a team, ensuring all criteria for the task are met.</p> <p>Organize systems to track information.</p>

Education and Career Background

- A relevant university computer science degree or college diploma in information technology.
- Minimum 1-2 years experience in testing methods and processes.
- Education alone is not the main criteria for this role. Successful candidates will demonstrate an appropriate combination of the above listed skills, work experience, intuitive ability, and education.

Other Considerations

- These responsibilities and duties describe the primary work being performed; additional tasks may be assigned as identified.