

Junior AI and Automation Test Engineer

This is a **Junior** level role, and we are eager to hear from various experiences. Applicants with over two years of experience as a Test Engineer, Automation Engineer, AI Test Engineer or similar *need not apply*. Examples include, but are not limited to:
Education or Experience

University Education

- STEM (BSc) degree holders
- Non-STEM degree holders
 - A degree that involves critical, independent thinking, such as, but not limited to, history/English/media/journalism/psychology/sociology
 - Coding bootcamp, module, course etc, preferably with measured evaluation

Experience

- Limited experience in AI and/or Automation testing field
- GCSE Maths grade C/4 (or equivalent) **and** GCSE English grade C/4 (or equivalent)
- Programming-related apprenticeships

Technical Competencies

Required

- Some knowledge of Large Language Model (LLM) Systems (e.g. ChatGPT)
- Knowledge of any modern programming languages
- Basic understanding of APIs and their usage
- Strong documentation skills

Ideal

- Knowledge of Automatic Speech Recognition (ASR) Systems
- Experience in debugging and reading/parsing log output
- Experience in maintaining and improving existing frameworks
- Knowledge or experience of different Types of Testing
- Experience in Manual/Automated API Testing
- Knowledge of CI/Pipelines/DevOps
- Knowledge of Agile Methodology
- Knowledge of Test Strategies, Test Design and Test Architecture
- Knowledge of common Programming Paradigms
- Regression Testing

Non-Technical Competencies

- Able to hold multiple concepts, disciplines and ideas while decision-making (e.g. be able to assess the priority of a bug with regards to Business Requirements, Client Usage and Technical Accuracy)

- Able to hold multiple concepts, disciplines and ideas for multiple projects at once (e.g. in isolation for ASR, this homophone is acceptable until we send it to an LLM where the entire context is changed)
- Ability to plan effectively and efficiently following informal discussions or feedback
- Highly analytical and strong attention to detail
- Proactive in every area of work, including in personal learning and development
- Opinionated and willing to play devil's advocate where appropriate
- Works well both independently and as part of a team (currently more emphasis on independent working, though this will change often)
- Able to bring both your work self and your self to collaborative efforts
- Able to perform mental gymnastics (Olympic-level preferred)
- Ability to work in a fast-paced environment
- Time Management Skills
- Strong communication skills, including the ability to:
 - Adequately report defects across a range of communication styles
 - Document information concisely as it becomes available
 - Effectively able to disagree with reason
 - Comfortable expressing opinions, regardless of subjectivity

Responsibilities

This is intended to be divided between AI Testing and Automation Testing. The exact split will be determined by current workload, competency, upskilling requirements and preference when possible.

AI Testing

- Manual AI Regression and Ticket Testing
- Managing bugs throughout their life cycles
- Keeping other teams up to date with pending, ongoing or completed testing
- Learning and implementing AI Testing best practices
- Communicating and collaborating with a variety of teams, managers and stakeholders across varying degrees of technical knowledge
- Attending agile ceremonies and team meetings for planning and visibility

Automation Testing

- Creating and maintaining Test Scopes; managing them throughout their lifecycle
- Developing Automation Tests using appropriate testing frameworks and tools
- Critical analysis of existing Automated Test logic (debug) for improvements/gap
- Creating and maintaining technical documentation
- Utilise existing manual tests/exploratory testing to develop Automated Test Scopes.
- Identifying parameterisable patterns for generative data and data modelling
- Providing Code Reviews and Scope Reviews for both peers and the wider Test Team