Digital, Data and Technology
Person Specification – Band B & C

Job Title	Integration Test Lead
Contract Type	This is a permanent and pensionable appointment
Business Area	Chief Digital Office, Social Security Scotland
Main Location	Dundee House, Dundee, DD1 1QE or 220 High Street, Glasgow, G4 0QW
Salary	£39,312 - £47,065
Profession / Specialism	Digital, Data and Technology
DDaT Profession Pay Supplement and Professional Development	This post is part of the Scottish Government DDaT profession. It attracts a £4000 DDaT Pay Supplement after a 9 month competency qualifying period. Pay supplements are temporary payments designed to address recruitment and retention issues caused by market pressures and are subject to regular review. As a member of the profession you will join the Professional Development Scheme, currently BCS RoleModel*plus*.
Nationality Requirements	You can apply for any job in the Scottish Government as long as you are a UK national or have dual nationality with one part being British. In addition, Scottish Government posts are open to Commonwealth citizens and nationals of any of the member states of the European Economic Area (EEA). Further information about civil service nationality requirements is available on the Civil Service Website.
Working Pattern	This is a full time vacancy, however applications from people wishing to work an alternative working pattern will be considered.
Guaranteed Interview Scheme	Applicants claiming a guaranteed interview will be invited for further assessment should they meet the minimum essential criteria listed in this document.
Reserve List	In the event that further posts are required, a reserve list of successful candidates will be kept for up to 6 months.

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Further Information	Further information on the post is available from Rachel Dunlop who can be contacted at Rachel.Dunlop@gov.scot. If you have any queries relating to your eligibility on the grounds of Nationality or Qualifications, or if you have any difficulty applying for this role, please contact recruitment@socialsecurity.gov.scot.

Information about the Business Area

The Chief Digital Officer (CDO) division within the Social Security Scotland are delivering an ambitious digital programme to support the transfer of welfare powers to the Scottish Government, whilst also supporting the strategy of a leading digital organisation and ensuring Scotland becomes a leading digital nation.

The new Social Security IT systems will be the largest, most complex IT programme of change since devolution. The team started with an almost blank page and the IT spend over the course of the project is estimated at circa £300m. The new agency will process payments of £3.3bn for 1.5 million citizens.

Information about the Role

Setting the new system up is a hugely complex task but a challenge that we relish and one that we are absolutely determined to get right. The goal is a social security system that is there to support the people of Scotland, when they need it, for decades to come.

The Integration Platform is the strategic core platform to provide API Lifecycle Management and enable integration between the Scottish Government and external sources, such Health Boards, Local Authorities and third party suppliers. This role presents a unique opportunity to work as an Integration Test Lead within the Chief Digital Office division working across a number of technology platforms to assure Interface delivery.

Specific Duties

This is a hands on lead testing role for a highly experienced test analyst, the primary focus of which will be integration and release testing of services across a range of internal and external IT applications. Reporting to the Test Manager, the main activities are as follows:

- Work closely with stakeholders including external parties to agree and document test scope, schedule, environment and data requirements for testing of the releases
- Work with Business Analysts, end users and product owners to prepare test scenarios and data which will prove the release as a whole
- Mentor and manage testing resources within the work stream, ensuring there is traceability of testing against test basis and testing methods are consistent with the programme test strategy and testing best practice
- Work with IT Operations and Sprint teams to understand the release plan, and with service test managers to understand plans for other testing, so that release testing can be scheduled accordingly
- Defect identification, reporting and tracking to closure via JIRA
- Work with automation engineers to introduce efficiencies of automation where appropriate

- Produce relevant test plan documents and test closure reports
- Risk identification and mitigation; issue escalation
- Be an active participant in lessons learned and continuous improvement activities, and the testing practice

Essential Criteria

1. Test coordination

Takes responsibility for the integrity of system testing and acceptance activities, within a development or integration project or programme. Co-ordinates the execution of system testing and acceptance activities for a development project or programme of projects. TEST502

2. Testing strategy

Defines and communicates the test strategy for the project or programme. Co-operates with clients/users and senior staff as required to agree the testing strategy to be employed for the projects. Maintains awareness of testing alternatives at a level where they can be analysed and the most effective testing strategy selected and agreed. TEST503

3. Test execution

Interprets, executes and documents complex test scripts using agreed methods and standards. TEST404

4. Stakeholder engagement

Facilitates open communication and discussion between stakeholders, acting as a single point of contact by developing, maintaining and working to stakeholder engagement strategies and plans. RLMT502

Digital, Data and Technology (DDaT) in Scottish Government

This is a crucial time for digital, data and technology specialists as government harnesses

digital technologies, skills and tools to transform public services. The DDaT Function comprises

around 18,000 digital, data and technology colleagues across UK and devolved governments,

and it is rapidly scaling up nationwide in the face of a rapidly changing society and

circumstances.

Find out more about Digital, Data and Technology Profession in Scottish Government on

gov.scot

Find out more about the UK wide Digital, Data and Technology Profession on GOV.UK

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Application Process

To apply for this post, you will need to provide the information requested below via the online application process. These must be combined into one document as the system can only accept a single document upload per application.

- You should submit a CV (no more than 2 sides of A4) and a personal statement (no more than 750 words).

- Your CV and personal statement should include your career history and other relevant self-taught/non-work-related experiences that are relevant to the essential criteria for the role. Please also include detail of your responsibilities and achievements.

You should tailor your CV and personal statement to reflect the role you are applying for and clearly outline that you have the essential skills and criteria needed for the job.

Failure to submit a single combined document (CV and personal statement) will mean the panel only have limited information on which to assess your application against the essential criteria.

When reviewing your application we will be assessing your career history and achievements against the essential criteria for the role. We're looking for examples of things you have previously achieved or your knowledge in a particular field which are relevant to the role.

Where the criteria states that you must hold a qualification, you need only state that you do or do not hold the qualification and provide any other information you feel relevant.

We would recommend that you prepare your answers before you begin the online application process.

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Competencies Required

All roles in the Digital, Data and Technology profession are aligned to the DDaT Competency Framework. This role is aligned to **DDaT Job Role** in the Quality Assurance Testing (QAT) job family.

If you are selected to attend an assessment, we will ask you to complete a technical assessment and an interview as part of the processes. You will be tested against the technical competencies appropriate for the role as detailed on the framework.

The Skills for Success Competencies required for this role are shown below. You will be tested against these competencies at interview.

- Self-Awareness
- Communications & Engagement
- Improving Performance
- Analysis & Use of Evidence

Scottish Government Competencies (PDF)
Competencies for Band B Roles (PDF)