IT-QA Analyst Career Ladder Matrix

	QA Analyst Family		
Job Title	**QA Analyst II**	**QA Analyst III**	**QA Analyst, Sr**
Job Code	**MC0095**	**MC0096**	**MC2084**
Pay Grade	73	74	75
Position Summary	This role will ensure the software quality is compliant with technical specifications. This role will perform manual and automated testing and work with project teams to define, develop, and execute test plans and test cases. This role will implement continuous quality improvement process working with Business Analyst, application development teams, and various infrastructure teams.	This role will ensure the software quality is compliant with technical specifications. This role will perform manual and automated testing and works with project teams to define, develop, and execute test plans and test cases.	This role will provide strategic and operational support for processes, policies, and toolsets supporting quality assurance in application product development and support. This role will work with project managers, business analysts, application developers, and application support staff to insure that quality processes are developed, followed, and continually adjusted to support application development and support requirements.
Essential Functions /Scope	*Responsible for all aspects of functional and performance testing for a variety of software development projects *Ensure product development life cycle adheres to the quality process *Document all test activities and track all anomalies through to resolution *Analyze requirements and specifications for development and execution of test cases *Execute test cases to customer requirements and document test results *Develop and run rest automation scripts in a web service development environment *Identify, log, and track defects. Assist in the associating defects with application behavior *Analyze defects report from the business users and assist in replication	*Provide strategic and operational support in the analysis, design, testing, and deployment of all UMASS IS applications *Insure product development life cycle adheres to quality process *Review software development deliverables *Develop and run test automation scripts in a web services oriented development environment *Develop and execute Sql scripts in a web services oriented development environment *Perform end to end testing of applications in coordination with various teams	*Insure product development cycle adheres to quality process through peer code reviews, application readiness review process, documentation, and control of UAT and production environments. *Prior use acceptance testing insure that unit and systems testing has been completed successfully, automated connectivity/regression testing completed successfully, UAT test plans completed *Manage and promote quality toolset *Production environment management
Required Qualifications	Bachelor's degree in computer science, or equivalent work experience Thr+B3orough understanding of QA process and its relationship to a quality product 1 to 3 years of quality assurance experience	Bachelor's degree in Computer Science, or equivalent work experience 3 to 5 years of quality assurance experience	Bachelor's degree in Computer Science or Information Systems management, or equivalent 4 years of experience in the design, analysis, programming, testing and implementation of software applications. 4 years of experience working in a business, educational, or clinical IS environment. 4 years demonstrated progressive experience in utilizing one or more of the following technologies/areas: •IBM/Rational quality assurance toolset •Automated testing tools and processes •Application production support and documentation •Oracle and/or Microsoft SQL databases
FLSA Status	Exempt	Exempt	Exempt
Promotional Process	**Requisition**	Requisition or In-family Promotion	Requisition or In-family Promotion