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| **JOB DESCRIPTION** | |
| **Job title:** | Automation Test Engineer |
| **Team/Department:** | IT |
| **Location:** | Remote hybrid (occasional travel to Ashford Kent |
| **Hours of work:** | 37.5 |
| **Job title the post holder will report to:** | Senior Software Development Manager |
| **Job titles reporting to the post holder:** | None |
| **Date the role profile was revised:** | April 2025 |
| **JOB PURPOSE**  As an Automation Test Engineer at Cleo Systems, you will play a vital role in ensuring the quality and reliability of our healthcare technology solutions through robust test automation practices. You’ll be responsible for designing, building, and maintaining end-to-end test suites using Cypress (JavaScript), API testing with Postman, and performance testing with JMeter.  This hands-on role is perfect for someone with a strong focus on automated testing who thrives in a collaborative engineering environment. You'll work closely with software developers, DevOps, and QA colleagues to embed quality throughout the software development lifecycle, contribute to CI/CD processes, and support the delivery of safe and scalable software into clinical settings.  While automation is your core focus, you’ll also bring a critical eye to performance, security, and usability — helping ensure our systems remain trusted by clinicians and patients alike. | |
| **KEY RESPONSIBILITES AND ACCOUNTABILITIES**   * Test Automation: Develop and maintain automated test suites using Cypress and JavaScript for web-based applications. * API Testing: Design and execute automated API tests using Postman and JavaScript-based assertions. * Performance Testing: Build and run performance and load tests using tools like JMeter, analysing results and raising risks early. * Regression Coverage: Ensure critical regression paths are continuously validated through automation across code releases. * CI/CD Integration: Work with GitHub and TeamCity to integrate automated tests into the build and deployment pipelines. * Cross-functional Engagement: Work across teams to support high-quality releases and alignment between dev, test, and operations. * Test Documentation: Write clear and maintainable test plans, test cases, and defect reports, ensuring traceability. * Exploratory Testing: Support manual and exploratory testing efforts where automation is not feasible or valuable. * Undertake On-call sessions defined in the IT out of hours on call rota. | |
| **COMMUNICATION AND KEY WORKING RELATIONSHIPS**  The post holder must be able to demonstrate excellent communication and interpersonal skills at all times and build and maintain good working relationships with all stakeholders. | |
| **ENVIRONMENT**  IC24 is a major not for profit Social Enterprise company currently providing innovative primary care services designed to deliver quality and affordability. IC24 is solutions-focused, providing a comprehensive portfolio of services aimed at improving access and reducing the demand on secondary care services by helping to avoid unnecessary admissions and facilitating early discharge.  Going forward, the company is committed to supporting and enabling better integration between health and social care and more effective alliances between partners from different sectors as essential to delivering seamless services. IC24 has considerable experience of working in complex, demographically challenged environments and the Board is keen for the organisation to be proactive in improving standards of care and patient safety, while delivering value for money too in the health economies it which it operates. Critical to this is building strong professional relationships and alliances with third parties; working with them in a way that maximises the benefits of their involvement.  We are proud of our status as an NHS primary care social enterprise, and how we deliver social value to the communities we serve and contribute to the wider NHS plans to deliver carbon ‘Net Zero’ and sustainability. To find out more on this and to view our Social Impact Report, please click [here](https://ic24.org.uk/annual-reporting/). | |
| **VALUES**  **Respect**  We recognise each other’s differences and show consideration for one another and the environment we live in.  **Innovation**  Our people are made to be brave, and at IC24 we celebrate brave ideas and brave people. Innovation is at the heart of what we do. We develop our own clinical systems, which not only demonstrates innovation but value for money too.  **Care**  We’re committed to providing the best possible care to our patients and our people. We believe in getting our patients the right care. For our people, we have a host of health and wellbeing initiatives to make sure they’re supported in the workplace. This includes access to free counselling support.  **Excellence**  We strive to be the best in everything we do. We give our people access to a host of learning and development opportunities, because an investment in our people is an investment in patient care. | |
| **HEALTH AND SAFETY**  The post holder will be required to comply with the duties placed on employees of IC24 as set out in the Health and Safety at Work Policy and related procedures. The post holder has a legal obligation to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law and following recognised codes of practice.  All Colleagues  You have a duty to take care of your own health and safety and that of others who may be affected by your actions at work. You must cooperate with managers and other colleagues to help everyone meet their legal requirements under health and safety law, and not to interfere with or misuse anything that's been provided for your health, safety, or welfare.  Managers  You must ensure you know and understand your responsibilities as defined in our health & safety policies and associated guidance documents. You must identify and assess any risks to people, property, or the environment and ensure all colleagues you have responsibility for, are aware of all our health and safety policies, understand issues arising from risk assessments, site inspections etc. and deal with any associated concerns. You must ensure that all accidents or incidents involving colleagues within your responsibility, are properly reported, and investigated and that regular inspections are undertaken and recorded to eliminate potential hazards and minimise risks.  Directors  You must ensure that all colleagues and teams within your region and/or department(s), effectively manage health and safety in line with all our health & safety policies and guidance documents. | |
| **EQUALITY AND DIVERSITY**  IC24 has a Diversity and Inclusion Policy to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of disability, marital status, sex, race, colour, nationality, ethnic or national origin, sexual orientation, age, religion or political opinion, whilst attracting talented recruits and retaining experienced employees.  IC24 is committed to promoting equal opportunities and diversity and will keep under review its policies, procedures and practices to ensure that, in addition, all users of its services are treated according to their needs. | |
| **INFORMATION GOVERNANCE**  Information is vitally important for the safe clinical management of patient care and the efficient administration of services and resources, including our workforce. Information Governance is a framework to enable IC24 to handle personal and corporate information appropriately.  It is the responsibility of our entire workforce, regardless of employment status, to ensure they abide by the requirements of Information Governance as set out in the Data Security & Protection Policy. | |
| **SAFEGUARDING CHILDREN AND VULNERABLE ADULTS**    IC24 is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All colleagues and volunteers are therefore expected to behave in such a way that supports this commitment. You will be responsible for safeguarding the interests of children and adults who you come into contact during your work. To fulfil these duties, you will be required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating to safeguarding practice and to report and act on concerns you may have appropriately. | |
| **DISCLOSURE AND BARRING SERVICE CHECKS**    IC24 will require a DBS check for appropriate roles which is a mandatory requirement and a condition of the employment offer.  All posts are assessed on their eligibility for the post holder to be required to undertake a DBS check. For posts that have been assessed as exempt from the provisions of the Rehabilitation of Offenders Act 1974, IC24 will require the post holder to undertake an enhanced DBS check with barred list checks. For posts that have been assessed as being in a position of trust, IC24 will require the post holder to undertake a basic DBS check.  This post has been assessed as requiring a basic DBS check. | |
| **REHABILITATION OF OFFENDERS ACT 1974**  Some posts have been assessed as being exempt from the provisions of the Rehabilitation of Offenders Act 1974 and in these cases IC24 will require the post holder to disclose all convictions, whether spent or unspent.  This post has been assessed as not being exempt from the provisions of the Rehabilitation of Offenders Act 1974; therefore, the post holder is not required to disclose any spent convictions. | |
| **PERFORMANCE AND DEVELOPMENT REVIEW**  This job description will be used as a basis for conducting an individual Performance and Development Review between the post holder and the manager. | |
| **VARIATIONS**  This job description describes the main purpose and key responsibilities and accountabilities of the post. The post holder may be required to undertake any additional duties or responsibilities as may reasonably be required.  This job description is a guide to the nature and main duties of the post as they currently exist, but it is not intended as a wholly comprehensive or permanent schedule and it is not part of the contract of employment.  To reflect changing needs and priorities, some elements of this post may be subject to change and where required, any appropriate communication or consultation with the post holder will be undertaken prior to making any changes. | |

**PERSON SPECIFICATION**

| **Requirements** | **Essential** | **Desirable** | **How identified** |
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| **Qualifications and training** | Educated to degree level or equivalent professional experience | ISTQB or other software testing certifications |  |
| **Knowledge and experience** | 5+ years of experience in QA/automation engineering roles  Proven experience automating UI tests using Cypress and JavaScript  Strong API testing skills using Postman (and scripting tests using JS)  Experience with performance/load testing using JMeter  Experience integrating tests into CI/CD pipelines (e.g. GitHub Actions, TeamCity)  Familiarity with Git-based workflows and test branching strategies  Experience designing and maintaining modular, scalable test automation frameworks  Strong understanding of software development lifecycles, including shift-left testing and quality gate implementation  Ability to debug complex test failures across layers (UI, API, performance) and provide root cause analysis  Understanding of REST APIs, test data management, and test-driven development (TDD) | Experience working in Agile/Scrum environments with cross-functional teams  Knowledge of Docker for test environments  Exposure to AWS-hosted environments  Familiarity with test reporting tools and visual dashboards |  |
| **Personal attributes and skills** | Excellent attention to detail and analytical skills  A mindset for quality, reliability, and continuous improvement  Comfortable giving and receiving feedback constructively  Strong communication skills to collaborate with technical and non-technical colleagues  Self-driven with a willingness to take ownership of testing outcomes |  |  |