



ASO6 Senior Test Analyst, Automation Quality and Assurance Branch

ORGANISATIONAL OVERVIEW

South Australia Police (SAPOL) provides a diverse range of services to the community. These services are aimed at producing a safe and peaceful environment by the minimisation of crime and disorder. It is a large complex organisation which, because of the nature of its operations, is constantly subject to public scrutiny and accountability. It provides services to a range of different locations (over 100) spread across the State on a 24 hour a day basis.

SAPOL's vision is to provide 'Safer Communities'. All SAPOL employees are guided by Our Values of Service, Integrity, Courage, Leadership, Collaboration and Respect. SAPOL is an organisation with a proud history and an exciting vision for the future.

POSITION OVERVIEW

Summary

The Information Systems and Technology (IS&T) Service supports the frontline policing and corporate operations of SAPOL through the provision of ICT infrastructure and communication platforms, operational software applications, and support services. The Service is responsible for driving the ongoing evolution of ICT capability across SAPOL, through the delivery of high-quality ICT change programs. The Service is structured across four core pillars: Strategy, Innovation and Engagement; Program Delivery; Operational Services; and Security and Assurance. The Service extends from traditional ICT services to encompass a specialist radio and technology capability, including laser and radar calibration services.

The Quality and Assurance Branch provides a wide range of services to IS&T to enable the Service to provide quality reliable systems to SAPOL. This includes managing the lower environments and providing effective change control to protect the production environment. The Branch also manages IS&T contracts and relationships along with managing our

Service

Integrity

Leadership

Collaboration

Courage

Respect



equipment and IT assets. The Branch provides a software testing service to the rest of the Service, assuring quality and usability of new or enhanced systems.

The Senior Test Analyst, Automation is responsible for undertaking and coordinating a range of complex software testing services and functions and working closely with other test analysts to deliver high quality testing and assurance specifically through automation practices for new and enhanced ICT systems, services and products. To meet the requirement of the Service the incumbent may be dedicated to a specific project, or work across a number of BAU and project activities

Special Conditions

Work Status	The incumbent must hold a current Australian work eligibility status and will be subject to a criminal history check. The incumbent may be assigned to other duties at this remuneration level or equivalent.
Location	Adelaide CBD
Qualifications	N/A.
Out of Hours Work	Some out of hours work may be required.
Travel	Some intrastate and interstate travel may be required.
Performance Management	The incumbent is required to participate in SAPOL's iEngage program.

Reporting / Working Relationships

- The Senior Test Analyst, Automation reports to the Test Manager.
- Works collaboratively with internal and external stakeholders to ensure quality outcomes.
- Works closely with project managers and operational managers to create a seamless IS&T service.

KEY OUTCOMES

- Lead the design, development, and implementation of test automation frameworks into the SAPOL IS&T Testing team using UFT for web and mobile platforms.
- Lead the definition and documentation of automation strategies in collaboration with cross-functional teams, ensuring alignment with product requirements and organisational objectives.
- Provide leadership and mentoring to a team of automation test analysts across projects of varying size and complexity, fostering capability development and consistent delivery standards.
- Set and maintain quality benchmarks for automation practices, driving measurable improvements and embedding a culture of continuous enhancement across testing functions.

- Ensure the integration of scalable test architecture within CI/CD pipelines, supporting reliable and efficient automated testing across platforms.
- Lead the strategic planning, development and implementation of Robotic Process Automation (RPA) and broader process automation initiatives to improve operational efficiency and service delivery.
- Oversee the maintenance of automation scripts, conduct code reviews and manage test data creation to ensure accuracy and compliance with testing standards.
- Deliver detailed reporting on test coverage, defect trends, automation efficiency and overall QA health to inform decision making and support continuous improvement.
- Lead the planning, implementation and maintenance of robust test environments to support automated testing across multiple platforms and ensure consistency, reliability and scalability of test execution.

QUALIFICATIONS / SKILLS / KNOWLEDGE / EXPERIENCE

Essential Minimum Requirements

- Demonstrated experience in automation testing with deep knowledge of UFT/QTP and Selenium.
- Experience in the usage of mobile testing tools (e.g., Appium, Mobile Centre) and web testing methodologies.
- Experience in object-oriented programming and scripting languages (such as VBScript and JavaScript).
- Proven experience in implementing automation frameworks.
- Strong people leadership and team management capabilities.
- Familiarity with Agile/Scrum development environments.
- Experience with tools similar to Jenkins, Git, JIRA, and ALM.
- Demonstrated experience in Cloud-based mobile testing, along with knowledge of performance and security testing best practices.

Desirable Characteristics

- Relevant degree qualification in Information Technology or related discipline
- Experience working in a matrix management environment.
- Experience in the quality assurance of mainframe applications
- ISTQB or other test automation certifications
- Cloud-based mobile testing experience (e.g., Sauce Labs, BrowserStack)
- Knowledge of performance and security testing best practices

CORPORATE RESPONSIBILITIES

- Maintain accurate and complete records in accordance with the *State Records Act 1997* and departmental policies, procedures and practice guidance.
- Act at all times in accordance with the Code of Ethics for the South Australian Public Sector and legislative requirements including (but not limited to) the *Public Sector Act 2009* and *Work Health and Safety Act 2012*.
- Actively contribute to SAPOL's commitment to being an inclusive workplace where everyone is safe, respected and supported to reach their potential by demonstrating inclusive behaviour and showing respect for diverse backgrounds, experiences and perspective.
- Demonstrate an understanding and commitment to **WH&S legislation**, principles and practices and risk assessment in accordance with the **WH&S Act (2012)**, regulations, approved codes of practice and AS/NZS ISO 31000:2018 Risk Management – Guidelines.