



Quality Engineer Lead

Sydney, New South Wales, Australia (Hybrid)

ASX: Powering Australia's financial markets

Why join the ASX?

When you join ASX, you're joining a company with a strong purpose – to power a stronger economic future by enabling a fair and dynamic marketplace for all.

In your new role, you'll be part of a leading global securities exchange with a strong brand. We are known for being a trusted market operator and an exciting data hub.

Want to know why we are a great place to work, visit our [careers page](#) to learn more.

We are more than a securities exchange!

The ASX team brings together talented people from a diverse range of disciplines.

We run critical market infrastructure, with 1 in 3 people employed within technology. Yet we have a unique complexity of roles across a range of disciplines such as operations, program delivery, financial products, investor engagement, risk and compliance.

We're proud of the diversity of our organisation and the culture of inclusion that all our people help to build every day. Our employee-led groups are known for celebrating cultural and religious events, championing LGBTIQ+ inclusion, inspiring giving and volunteering, promoting gender equality, and wellbeing. We are an Employer of Choice for Gender Equality (WGEA) and a member of the Champions of Change Coalition for the advancement of gender equality in Australia.

About the team:

The Quality Engineering & Testing team designs and implements the framework and enables capabilities for quality engineering and testing at ASX. They are responsible for setting standards to enable quality to be proactively managed and embedded throughout delivery of technology products and projects.

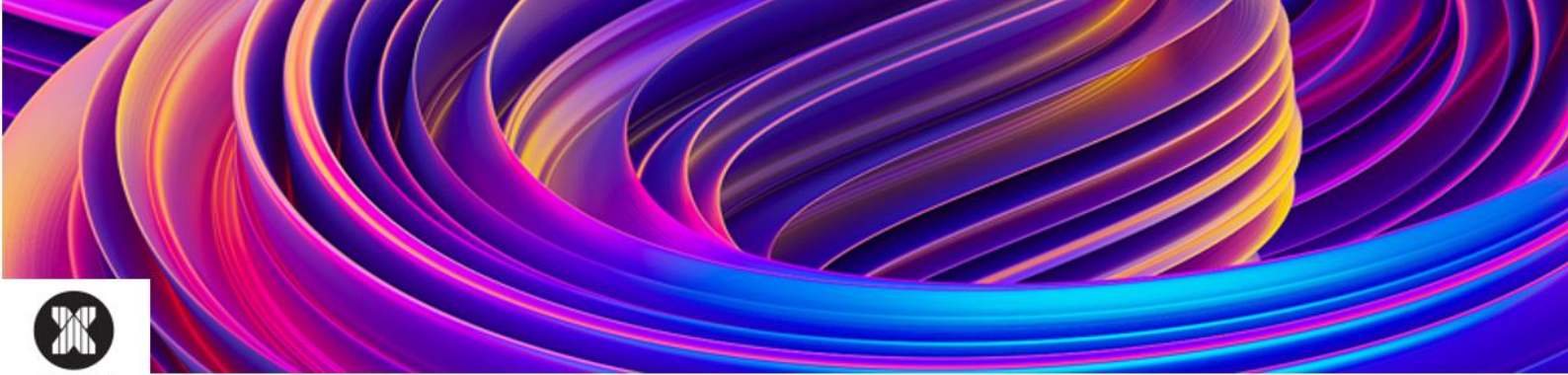
This position will be directly responsible for defining, embedding and maturing structured, value-add, and contemporary quality and testing processes, procedures and methodologies across ASX. Success in this role is evidenced through measurable uplift and adoption of the organisation's testing capability and practices/processes, demonstrated improvement in the quality of products and delivery, and increased confidence in ASX's ability to reliably and safely deliver change in a highly regulated environment.

You are a practitioner/team member of the Quality Engineering & Testing Capability Community of Practice (CoP).



What you will be doing:

- Develop constructive, practical and diverse testing and quality engineering processes, procedures and methodologies that are relevant to ASX, that are aligned to ASX risk appetite and regulatory obligations, that facilitate business outcomes, and that contribute towards the quality goals of the enterprise as a whole, of ASX's Lines of Business (LOBs), and of project/program delivery teams.
- Identify, validate and promote opportunities for improvement related to the testing and quality processes and methods. Prioritise these opportunities and gain endorsement to introduce new and improved ways of working into the organisation.
- Define and deliver controlled, risk-appropriate, and streamlined implementation plans that drive the successful and sustained adoption of new and improved testing and quality processes, procedures and methodologies.
- Validate that processes, procedures and methodologies are achieving their intended outcomes, are effective and efficient, are sustainable, and are demonstrably improving the quality of products/systems/software and the efficacy of quality, testing and risk mitigation activities across the software development lifecycle (SDLC).
- Work with the Quality Engineering and Testing Capability Practice team to:
- Establish a robust capability that delivers empathetic coaching, guidance and support to ensure readiness and adoption of new ways of working for our enterprise, LOBs, and delivery teams.
- Contribute to developing and maturing the ASX quality engineering and testing policies, governance, assurance practices, and continuous improvement framework that set the direction, context and objectives for testing and quality engineering at ASX.
- Establish acceptable testing standards aligned to ASX risk appetite and requirements, and support an uplift program to align quality engineering and testing at ASX to internationally-accepted industry standards (ISO29119) at Capability Maturity Model (CMMi) Level 4 (or equivalent).
- Provide consultative support and coaching to test teams embedded within ASX's LOBs and delivery teams to uplift and drive successful adoption of testing and quality engineering processes, procedures and methodologies.
- Support the capability to implement and measure the quality of products and the efficacy of testing processes and methodologies to provide transparency and confidence about the value of the testing practices, to provide consistent measures related to quality and risk coverage, and to enable data-driven decision-making and actions across the LOBs and delivery teams.
- Promote, communicate and embed ASX's testing and quality engineering vision, policies, standards, and ways of working across the enterprise.
- Work with external testing partners to foster and mature the partnerships, to ensure ASX is gaining maximum value from the partnerships, and to ensure that partner testing efforts comply with ASX's vision, policies, standards, and ways of working.



- Being an active member of the QE&T Community of Practice (CoP).

What you will bring:

Must have

- Successful transformation, optimisation and improvement of testing and quality engineering methodologies, techniques, practices, processes and procedures with metrics, data and impact statements as evidence.
- Developed, documented, and implemented testing and quality processes, procedures and methodologies. This includes the creation, curation and maintenance of:
 - Streamlined repositories that are easy to navigate, use, consume, reference and recall;
 - Clear and unambiguous policies and standards that define statements of intent and objectives; and
 - Process/procedure maps including operational workflows, roles and responsibilities, tooling and technology, templates, data requirements, governance, and success measures related to the processes,
- Experience in modern testing and quality engineering practices and methodologies, such as, contemporary test techniques and test automation models, continuous testing, DevOps, CI/CD, and agile/lean methodologies.
- Demonstrated skills in collaboration, workshop facilitation, problem framing, and storytelling.

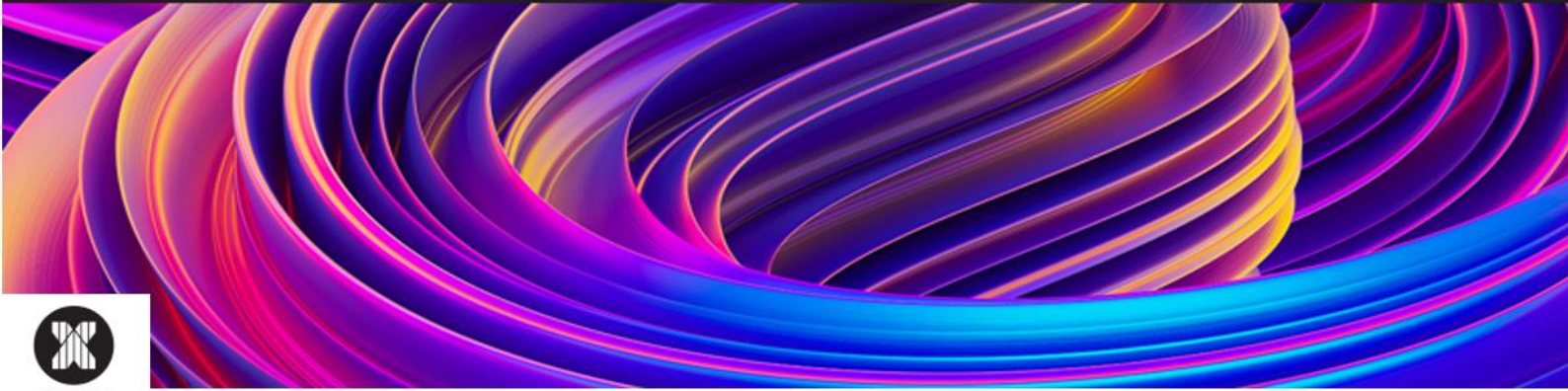
Nice to have

- Worked at a CMMi Level 4 organisation in a testing or quality-related role.
- Coaching, change and readiness, or training experience.
- Facilitated and/or lead communities of practice focused on the uplift, maturity and optimisation of capability and skills, mindset, ways of working, and transformation/optimisation.
- Experience and background in organisations with highly-structured testing processes and alignment to testing standards, such as, ISO29119.
- Experience assessing quality and product risks in a highly regulated environment, and providing input into test design and test strategies to address and mitigate risks.
- Deep understanding of the software/system development lifecycle (SDLC) and testing/quality engineering capability within the SDLC including foundational testing and quality controls such as quality gates, test coverage, and defect leakage..
- Experience coaching, mentoring, uplifting and growing testing and quality engineering teams and communities.
- Great at puzzle and problem solving and helping communicate the value of testing and quality processes, procedures and methodologies to different audiences with unique requirements and objectives.



ASX

- Passion for excellence, data-driven decisions and actions, and a continuous improvement mindset



We make hiring decisions based on your skills, capabilities and experience, and how you'll help us to live our values. We encourage you to apply even if you don't meet all the criteria of this role. If you need any adjustments during the application or interview process to help you present your best self, please let us know.

At ASX Group, our diverse workforce is essential to build and maintain a fair and dynamic marketplace. We support flexible working and offer hybrid working options. Even if our roles are advertised as full-time, we encourage you to apply if you are interested in part-time or other flexible working arrangements.

We will arrange for successful candidates to have background checks, including reference and police checks completed as part of the on-boarding process.

Recruitment Agencies: ASX does not accept any unsolicited agency resumes and will not be responsible for any fees related to unsolicited resumes.