

Test Data Management Lead



Key purpose of the role

This role will be responsible for establishing and leading a contemporary test practice across the LOB. You will set the test strategy and direction, be responsible for developing and growing testing capability from a process, people, skills and tools perspective.



Your responsibilities

- You are a practitioner/team member of the Quality Engineering & Testing Capability Community of Practice (CoP).
- Design and implementation of Static Data Masking SDM, Dynamic Data Masking DDM solutions, test data sub-setting and data mining.
- Analyses of test data requirements in agile environment and develop iterative test data provisioning approach, with possibility of enabling self-serve test data wherever possible
- Developing Data Security strategy and roadmap, operating model, policies/standards, and tool design and process documentation.
- Strong hands-on experience with one of the tools such as Broadcom CA Test Data Manager, FileAid or IBM Optim
- Possess the ability to think strategically, self-motivated with the ability to work in a team as well as take individual responsibility
- Sound knowledge of the reasoning for data masking – GDPR (General data protection regulation)
- Being an active member of the QE&T Community of Practice (CoP).



Your experience and qualifications

Must have

- Data profiling experience or an understanding of data profiling
- Strong working experience on various database like SQL server, Oracle, MYSQL and postgres db
- Experience in writing complex SQL queries and sound knowledge of database methodologies.
- Experience in building data pipelines and warehouses as they scale.
- Experience in developing data ingestion and processing.

Nice to have

- Knowledge of encryption and tokenization algorithms for data protection.
- Ability to drive and lead projects for data requirements
- Exposure to application maintenance and support
- Demonstrable confidence to challenge senior members of the team and stakeholders, regardless of disciplines, when required.
- Effective communication skills and sound business acumen
- Demonstrable confidence in presenting innovative ideas to a broad audience including technical and business stakeholders
- Ability to learn and apply industry best patterns and practices
- Ability to take ownership of issues and drive them through to closure
- Ability to work in a complex delivery structure with several key partners/vendors and multiple stakeholders
- Exposure to Risks, audits and regulatory obligations.

ASX values

We put the market first

We stand up for what's right

We achieve more together

We drive positive change

Skills required for the role

| Skill | Skill Indicators & Behaviour |
|---|--|
| Testing- Investigating products, systems and services to assess behaviour and whether these meets specified or unspecified requirements and characteristics. | <ul style="list-style-type: none">• Designs test cases and test scripts under own direction, mapping back to pre-determined criteria, recording and reporting test outcomes.• Participates in requirement, design and specification reviews, and uses this information to design test plans and test conditions• Applies agreed standards to specify and perform manual and automated testing. Automates testing tasks and builds test coverage through existing or new infrastructure• Analyses and reports on test activities, results, issues and risks |
| Programming/Software Development - Developing software components to deliver value to stakeholders. | <ul style="list-style-type: none">• Designs, codes, verifies, tests, documents, amends and refactors complex programs/scripts and integration software services.• Contributes to the selection of the software development methods, tools and techniques• Applies agreed standards and tools to achieve well-engineered outcomes.• Participates in reviews of own work and leads reviews of colleagues' work |
| Methods and Tools - Ensuring methods and tools are adopted and used effectively throughout the organisation. | <ul style="list-style-type: none">• Provides advice and guidance to support the adoption of methods and tools and adherence to policies and standards• Tailors processes in line with agreed standards and evaluation of methods and tools• Reviews and improves usage and application of methods and tools |
| Performance Management - Improving organisational performance by developing the performance of individuals and workgroups to meet agreed objectives with measurable results. | <ul style="list-style-type: none">• Forms, maintains and leads workgroups and individuals to achieve organisational objectives• Determines and delegates objectives and task responsibilities to individuals or teams - including people management responsibilities as appropriate• Sets the quality, performance and capability targets in line with organisational goals Monitors performance and working relationships and provides effective feedback to address individual issues.• Encourages individual development of skills and capabilities in line with team and personal goals Facilitates the development of individuals by adjusting workload, targets, and team capacity.• Plays an active role in formal organisational processes such recruitment, reward, promotion and disciplinary procedures |

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