BAP Test Manager (L1), Test & Transformation,Technology

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Company: NEXUS CORPORATION

Location: Tokyo

Category: other-general

Roles and Responsibilities: Lead the Business Application Platform (BAP) testing team across the cloud and mainframe scopes to ensure the delivery of high-quality software products Your leadership will foster a culture of continuous improvement, collaboration, and innovation. You will work closely with technology and engineering teams, product managers, and stakeholders to align testing strategies with business objectives and customer needs : Define and maintain team charter, mission and KPIs, to achieve company goals Define, track and report KPIs and metrics that measure quality & confidence levels of the applications, maturity, and productivity of the team Support leaders to define and implement testing best practices, patterns, and processes Promote, support and contribute to engineering and IT communities (Community of Practice) : Lead & own the overall test cycle for your team including (but not limited to) functional testing, non-functional testing, regression testing, system integration testing, performance testing, security testing and automation, test strategy/planning, execution, resource management and analysis/reporting Oversee the creation, maintenance, and execution of comprehensive test plans, test cases, and test reports in collaboration with Test Leads Ensure use of appropriate test methods for effective testing to ensure confidence in quality Estimate workloads for testing and secure the resources Oversee and supervise tester workforce within team scope (both internal and vendor members) Monitor and report on QA & testing activities, managing issues/risks Manage the identification, documentation, and resolution of defects Manage test status, issues, and risks, and ensure resolution of issues on time Ensure the testing infrastructure and tools are in place to support the testing processes : Onboard and mentor test engineers Helping them to develop their skills and

careers and understand testing activities Promote sharing practices, information and experience with the Test Guild and related squads : Conduct goal setting and performance appraisal activities Motivate team members to improve their capabilities by establishing customized goals suitable for their backgrounds and career objectives Support team members performing at all levels, including those who are underperforming to get back on track : Collaborate with cross-functional teams to ensure quality is considered at all stages of the product development lifecycle Drive innovation in testing methodologies and tools to improve efficiency and effectiveness Foster a culture of quality, collaboration, and continuous improvement within the team and the wider organization Requirements High business level Japanese language proficiency Business level English language proficiency. (required) : Deep understanding of testing lifecycle and best practices Broad knowledge of modern testing practices & related technologies(TDD, BDD, API Testing, Jmeter, LoadRunner, Jira XRAY, Playwright, Selenium) Knowledge and/or interest in CICD and automation related technology. Working knowledge of modern collaboration tools (JIRA, Confluence, Git or similar) General IT knowledge (architecture, infrastructure, development, network, security, etc) General knowledge and interest in Agile practices, DevOps & SRE mindset and culture Working knowledge of one or more cloud service providers (AWS, Azure, GCP) : Bachelor's or Master's degree in Computer Science, related field or equivalent work experience Proven experience as a Test Manager or Lead Tester Desire to work in a fast paced, evolving, growing, and dynamic environment Ability to prioritise and manage time effectively Promote a growth mindset, with willingness to take on new challenges Curiosity to explore new ideas and passion to make them happen A strong desire and/or a proven ability to motivate, mentor and coach team members Excellent judgment, analytical thinking, and problem-solving skills Excellent communication, negotiation and resource management skills Demonstrated ability in strategic planning, risk management, change management and project management Self-motivated individual that possesses excellent time management and organizational skills Strong cross-functional collaboration skills, relationship building skills, and ability to achieve results without direct reporting relationships. Strong sense of personal responsibility and accountability for delivering high quality work, both personally and at team level   Knowledge of mainframe systems Knowledge of insurance/financial services industry Agile experience and/or certifications Must: Experience as Test/QA manager with Mainframe experience (we will not consider pure open system test candidate) Business level Japanese and English

7-8years

Roles and Responsibilities:

Lead the Business Application Platform (BAP) testing team across the cloud and mainframe scopes to ensure the delivery of high-quality software products

Your leadership will foster a culture of continuous improvement, collaboration, and innovation. You will work closely with technology and engineering teams, product managers, and stakeholders to align testing strategies with business objectives and customer needs

<Team Mission and KPIs>:

Define and maintain team charter, mission and KPIs, to achieve company goals

Define, track and report KPIs and metrics that measure quality & confidence levels of the applications, maturity, and productivity of the team

Support leaders to define and implement testing best practices, patterns, and processes

Promote, support and contribute to engineering and IT communities (Community of Practice)

<Quality>:

Lead & own the overall test cycle for your team including (but not limited to) functional testing, non-functional testing, regression testing, system integration testing, performance testing, security testing and automation, test strategy/planning, execution, resource management and analysis/reporting

Oversee the creation, maintenance, and execution of comprehensive test plans, test cases, and test reports in collaboration with Test Leads

Ensure use of appropriate test methods for effective testing to ensure confidence in quality

Estimate workloads for testing and secure the resources

Oversee and supervise tester workforce within team scope (both internal and vendor members)

Monitor and report on QA & testing activities, managing issues/risks

Manage the identification, documentation, and resolution of defects

Manage test status, issues, and risks, and ensure resolution of issues on time

Ensure the testing infrastructure and tools are in place to support the testing processes

<Team Growth & Professional Development>:

Onboard and mentor test engineers

Helping them to develop their skills and careers and understand testing activities

Promote sharing practices, information and experience with the Test Guild and related squads

<Goal Setting and Performance Management>:

Conduct goal setting and performance appraisal activities

Motivate team members to improve their capabilities by establishing customized goals suitable for their backgrounds and career objectives

Support team members performing at all levels, including those who are underperforming to get back on track

<Collaboration & Innovation>:

Collaborate with cross-functional teams to ensure quality is considered at all stages of the product development lifecycle

Drive innovation in testing methodologies and tools to improve efficiency and effectiveness

Foster a culture of quality, collaboration, and continuous improvement within the team and the wider organization

Requirements

High business level Japanese language proficiency

Business level English language proficiency. (required)

<Technical>:

Deep understanding of testing lifecycle and best practices

Broad knowledge of modern testing practices & related technologies (TDD, BDD, API Testing, Jmeter, LoadRunner, Jira XRAY, Playwright, Selenium)

Knowledge and/or interest in CICD and automation related technology.

Working knowledge of modern collaboration tools (JIRA, Confluence, Git or similar)

General IT knowledge (architecture, infrastructure, development, network, security, etc)

General knowledge and interest in Agile practices, DevOps & SRE mindset and culture

Working knowledge of one or more cloud service providers (AWS, Azure, GCP)

<Education and Personality>:

Bachelor's or Master's degree in Computer Science, related field or equivalent work experience

Proven experience as a Test Manager or Lead Tester

Desire to work in a fast paced, evolving, growing, and dynamic environment

Ability to prioritise and manage time effectively

Promote a growth mindset, with willingness to take on new challenges

Curiosity to explore new ideas and passion to make them happen

A strong desire and/or a proven ability to motivate, mentor and coach team members

Excellent judgment, analytical thinking, and problem-solving skills

Excellent communication, negotiation and resource management skills

Demonstrated ability in strategic planning, risk management, change management and project management

Self-motivated individual that possesses excellent time management and organizational skills

Strong cross-functional collaboration skills, relationship building skills, and ability to achieve results without direct reporting relationships.

Strong sense of personal responsibility and accountability for delivering high quality work, both personally and at team level

\<Others\>

Knowledge of mainframe systems

Knowledge of insurance/financial services industry

Agile experience and/or certifications

Must:

Experience as Test/QA manager with Mainframe experience (we will not consider pure open system test candidate)

Business level Japanese and English

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