

The software testing stream prepares candidates to pursue a career in software testing, also known as software quality engineering. Software testing involves the process, activities and functions involved in ensuring the actual software product matches expected requirements and to find any potential defects in the application under test. The purpose of software testing is to identify errors, gaps or missing requirements compared to actual documented requirements.

The primary focus of this programme is to upskill unemployed youth to prepare them for a future in digital careers.

The programme consists of :

- An intensive onboarding programme that focuses on holistically upskilling . coaching and mentoring candidates from a technical soft skills (self-awareness, communications skills etc) job readiness perspective.
- Placing candidates at partner clients to gain practical experience in the relevant digital discipline. This engagement includes the candidates working with established, internal delivery teams to assist with work delivery and gain valuable practical hands on work experience (minimum duration is 12 months).

We are looking for young people with the following technical skills :

Must Have's

- Some coding training (practical exposure would be great) in either Java or Python languages.
- Knowledge of basic SQL or MYSQL (candidate needs to know the structure of a relational database and be able to write basic SQL queries).
- Knowledge of either REST or SOAP API's (desirable).
- Basic HTML knowledge.

In addition, the following traits are what we looking for:

- Positive, can-do attitude.
- Confidence (as the team will be engaging with external stakeholders with regards to work delivery).
- High cognitive ability - we need people that can hit the ground running and absorb vast, complex information in a short space of time.
- Willingness to learn.

Let's Get To Work.

This model is challenging but immensely rewarding. **You will be building a new ecosystem for talent in South Africa.**

Our screening test consists of 15 questions , is administered using Google Forms, and is time-boxed at 60 minutes.

The competencies are covered :

1. Cognitive ability (verbal reasoning)
2. Basic SQL
3. Basic coding ability (pseudocode)
4. Ability to think out of the box.

Our technical onboarding programme is done in-house, is 6 weeks long, and consists of the following training interventions :

ISTQB Foundation	Prep for the ISTQB Foundation certification exam.
ISTQB Agile	Adapting testing principles to an agile work delivery model.
BDD - Specflow and Gherkin	Behaviour Driven Development - introduction to BDD, BDD best practise, feature files, specflow and gherkin language. (Keywords)
Automation Fundamentals - Selenium	Introduction to Selenium (open source web testing framework).
DevOps Introduction	Introduce concepts of DevOps and impact to test function.
Cloud Introduction (AWS)	Using AWS free tier - introduce AWS most commonly used services : EC2, S3, DynamoDB and RDS.
Agile and Scrum Fundamentals	Introduce core concepts of Agile - Agile Manifesto.
SQL Fundamentals	SQL - Querying and manipulating data in a SQL DB.
API Testing - Postman or similar API Test tools	
Simulation (Internal) Test Project	Simulation (Internal) Test Project

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