



Job specification

Quality Assurance Tester (Intermediate/Senior) iHealth - QA Team

Employment status: Permanent

Reporting to: QA Manager - iHealth

Location: KZN - Umhlanga

About Healthbridge

As Healthbridge we exist to liberate life through transforming healthcare. We creatively look for ways to make healthcare more affordable, accessible and effective for everyone. Our innovative HealthTech solutions ensure that patients, healthcare providers and other role players in the healthcare ecosystem benefit by collaborating together.

We seek high performers with a positive, growth mindset who will thrive in a culture based on strong values, accountability, openness, collaboration and no politics.

About the team

The Digital Team's role is to lead Healthbridge in becoming an exciting Digital business, delivering the important portfolios of Digital services for Doctors (Clinical and RCM), Core Services including Switching and Integrations, Business Operations & Engineering and Infrastructure. This team works with, and supports, the Manage Value, Sell Value and Enable Value business areas. In particular, it delivers value to Healthbridge clients and the Healthbridge business.

About growth

Growth opportunities at Healthbridge are wide and varied, with excellent growth opportunities within the role itself to become a specialist. We are a dynamic and growing company that rewards great performance with not only the standard progression (take-my-boss'-job) path, but also offers exciting opportunities to those wishing to expand their horizons.

Healthbridge is growing to become a R1Bn leading HealthTech platform company that fuels better healthcare outcomes. High-performing 'bridgians will grow with it!



About the job

QA Testing of web-based applications utilizing a SQL backend.

Role purpose

The purpose of this role is to ensure quality and reliability of changes and enhancements, by conducting an objective assessment of the product based on appropriate criteria, real and perceived quality, conformance to standards and detection of defects to our web based medical software.

Description

In this role, you will be working on a number of projects and enhancements touching Healthbridge's PMA platform. Given the limited capacity of your team and aggressive delivery of the new functionality, to succeed you will need to work closely with requirements and development on projects, be very meticulous and methodical with your upfront planning, have an eye for detail, have systems thinking and be able to leverage automation and AI whenever possible. You will know that you have achieved this as we see the time-to-market on new features continually reduced over time.

Job requirements

Knowledge and skills

- Deep understanding of a holistic picture for Quality Assurance including functional, performance and capacity testing, and how it interlinks with the modern and agile software development methodologies
- Systems Thinking – the ability to see how parts interact with the whole (big picture thinking)
- Ability to perform both white and black box testing
- Ability to perform manual testing when required and drive test automation within the testing team

Qualifications and experience

- Ability to test web-based applications compulsory
- Must have an IT Degree or Diploma and applicable training in the QA field.
- ISTQB qualification advantageous
- Minimum 3 years of experience in software testing
- Experience with test automation (Selenium/Cucumber/Playwright/Cypress etc) is advantageous



- Experience with applying AI (ChatGPT) to everyday workings + testing advantageous
- Experience working in an agile environment
- Experience working within a CI/CD framework
- Minimum 1 years of experience in healthcare preferred
- Previous experience in software development is advantageous
- Previous experience in the use of test case management tools advantageous (Eg: TestRail)
- Full regression testing, unit testing, integration testing, end-to-end testing
- Integration testing with 3rd parties

Behavioural Competencies

- Good problem-solving and analytical abilities, with high attention to detail.
- Logical & Critical thinking skills with the ability to learn at a steady pace.
- High level of professional flexibility and openness to innovative new ideas
- Ability to think outside of the obvious or traditional solution or norms
- Client (internal and external) service orientation
- Ability to self-manage, self-organise and work autonomously
- Ability to operate in a dynamic environment with less clarity and certainty
- Flexibility to interact in a broader environment where various stakeholders have different cultures, skills, abilities or different approaches in working towards a set goal.
- Strong ability and willingness to learn and have an open-mindedness to different approaches, ideas and points of view
- Ability to recognise constructive feedback in any critique
- Experience in working with remote teams where distance, language or other barrier may be a challenge
- Growth mindset attitude
- Continual learning and self-development
- Ability to work remotely, with infrastructure already in place
- Ability to work well within a team and individually, with good time-management skills

Technical Competence

- Structured test methodologies
- Understanding of modern SDLC approaches (e.g. Agile, RUP, etc.)
- Functional testing (analysis, design and execution)
- Load testing
- Performance testing
- Test and regression automation
- Development and/or scripting skills in common languages or automation scripting (e.g. Java, etc.) will be advantageous
- Database skills (SQL/TSQL/NO SQL/Firestore/BigQuery)
- Knowledge of automated testing tools and CI/CD tools (DevOps/Selenium etc.)