



Head of Engineering

Job Description (Junior Software Tester - Automation)

2025





Job Description

Job Title	Junior Software Tester - Automation
Reports to	Software Test Lead
Department	IT
Location	Hybrid - York / Home
Salary	£30k - £40k

Job Purpose

“Our mission is to transform psychological healthcare...to give people the help they need, when they need it, how they want it ...regardless of where they live.”

Onebright is a multi-award-winning psychological assessment and treatment provider with a reputation for clinical excellence and leading governance & safeguarding, coupled a track record of digital innovation. Onebright supports a multitude of clients including large corporate employers, Private Medical Insurers, and Personal Injury and Rehab providers. The company has achieved sustained growth to become the leading provider within the key sector markets with outstanding client retention and national accolades for innovative service delivery.

We aim to become the leading provider of outpatient psychological services in the UK and beyond, and benefit from the backing of a mid-market UK private equity fund, committed to investing in our platform to realise this vision.

Onebright has an exciting, dynamic, diverse team of passionate IT professionals who are developing our next generation of systems, data, and digital services. In line with our vision, we have implemented a modern technology stack based around microservices, and it will be your role to work on its components to provide customer-centric solutions.

- You will be responsible for designing, developing, and executing automated tests to ensure the quality and functionality of systems implemented at Onebright
- You will be reporting progress on items as well as any issues or blockers to the Software Test Lead
- Your scope of work includes building and executing automated test cases to cover systems testing, functional testing and regression testing
- You will be part of our in-house core team, consisting of an enterprise



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- architect, lead developers, software testers and software engineers
 - You will need to be familiar with Agile development methodologies and working with the SCRUM framework. You will also need to be comfortable participating in sprint refinements, daily stand-ups, and sprint planning

Key Responsibilities

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- Contribute to the Development team culture in a positive way
 - Live the Onebright values
 - Contribute to the goals of the wider Development team
 - Be a promoter of automation testing throughout the wider Development team
 - Design, develop, and maintain automated test scripts using Cypress
 - Execute automated test suites and analyse results to identify bugs and performance issues
 - Maintain and enhance the automation framework for scalability and reusability
 - Build and execute test cases for our next generation of systems both internal and third-party
 - Provide advice and direction on all matters relating to testing
 - Reporting progress and blockers to the Software Test Lead
 - Document tests using the tools available

Qualifications/Experience

The ideal candidate would present all the skills to quickly integrate into our testing stack and development team, however, Onebright will consider testers with core skills/attributes and further training in automation testing will be provided regardless of experience.

- **Must have skills:**
 - Proven experience in manual testing (2+ years preferred)
 - Strong verbal and written communication skills
 - Good ability to work under pressure
 - Good experience of working in an Agile environment
 - Good technical documentation skills
 - **Must have attributes:**
 - Technical curiosity
 - Team player
 - A passion and drive for delivering high-quality software
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- **Nice to have skills:**
 - Some experience of coding / scripting, preferably with Javascript-based languages – **all necessary training will be provided regardless of experience**
 - Experience of API testing
 - Experience of using:
 - Jira
 - Confluence
 - Jira Zephyr Scale
 - MS SQL to query data and verify test results
 - Knowledge of using AI techniques to improve quality and throughput of automation testing
 - Good stakeholder management
 - **Nice to have attributes:**
 - ISTQB or other relevant certifications

KPI's

KPI's are measured on a sliding scale via a standardised Competency Framework, available upon request.

Role measures and competencies

Role measures and competencies are measured on a sliding scale via a standardised Competency Framework, available upon request.