

Role: Software Engineer in Test

Type: Permanent

Grade: Engineer, Advanced, Senior, Principal

Hours: Full or Part Time

Location: Chippenham or Tewkesbury

A bit about us...

Amiosec is an exciting and growing UK technology company with innovation, agility, and state of the art technology at its core. We work in partnerships with UK government customers and commercial providers to deliver research, technology, products, solutions, and services in the communications security sector.

We provide a stimulating working environment, with an opportunity to be involved in various projects from early-stage proof-of-concepts using emerging technologies, tools, and languages right through to full lifecycle product development. We run self-managing agile teams using a mixture of Scrum and Kanban techniques so that engineers get a great sense of ownership of their work and can directly see how their efforts contribute to the bigger picture and help our customers achieve their goals.

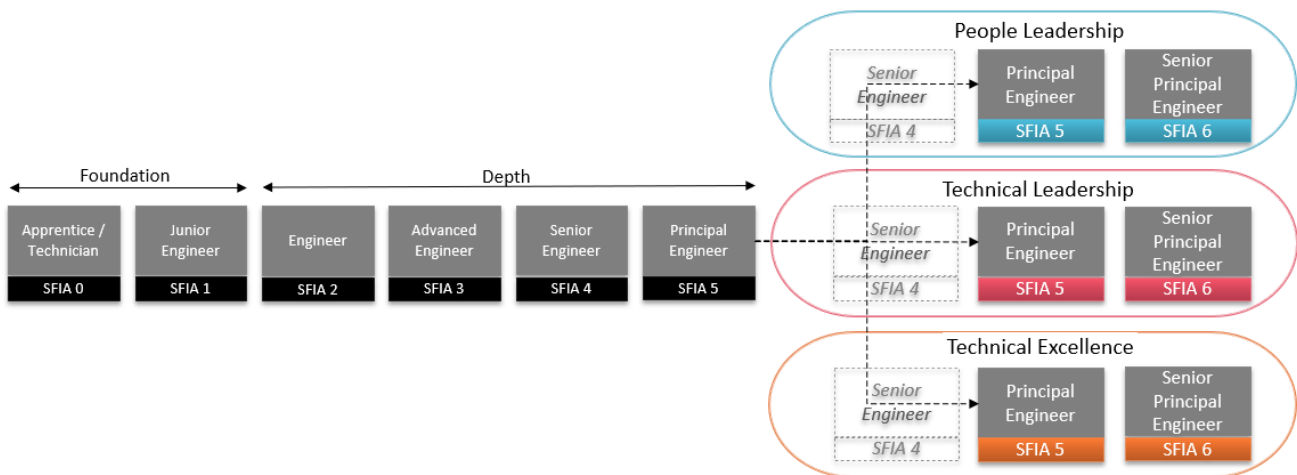
Collaboration and team spirit are key – we actively seek to share knowledge and ideas. Our monthly Engineering Forum provides an ideal opportunity for sharing tips, tricks, and techniques between projects/teams. We organise regular social activities and gatherings such as coffee and cake mornings and activity days – something we feel is important to support our hybrid working scheme and maintain a comfortable social atmosphere.

We are passionate and committed to growing new talent. As such, we run an Apprenticeship and Graduate Scheme, and have an active STEM outreach program – collaborating with schools, universities, and the NCSC CyberFirst program. If you are interested, we would love you to get involved and help in these areas.

Our engineering team is key to our success as a business and this not only includes what we do, but how we do it. Like any engineering organisation we have standardised processes and ways of working, but these are owned by the engineering team, and we work to ensure that they are relevant, helpful, and as efficient as possible so that we can focus on what we are good at – the engineering. We actively encourage our engineers to contribute to improvements in our working practices and environment and try out innovative ideas with a view to rolling things out that work well for us.

We actively encourage personal development and have a structured career framework based on industry standard SFIA grades. We provide training tailored to your needs and learning methods and encourage our engineers to develop their skills – both technical and non-technical alike. The diagram below shows the progression through our grades.





Work life balance is important, and we offer several options to support our engineers. We have an optional 9-day fortnight scheme, which gives the opportunity to compress a fortnight's hours over 9 days to allow every other Friday to be taken off. We have a hybrid working policy, where we ask for a split of 3 days onsite (Chippenham or Tewkesbury) and 2 days remote (this is subject to individual project needs). In addition, this position can be either full or part time. For part time roles we are open to considering hours that work for you as a candidate.

NOTE: - Due to the nature of our work, all candidates will be required to obtain and maintain an appropriate UK security clearance.

Software Engineer in Test

Our success as a business has seen our engineering team size increase through continuous and sustained growth, and will expand further for the foreseeable future. In addition to our Tewkesbury offices, we are setting up a new office in Chippenham – an exciting time to be part of the company. We are looking for a Software Engineer in Test to join the team and help to develop our test automation capability, as well as contributing to the overall quality of testing within the business through research & development or technology projects. Candidates should have experience of documenting detailed test scripts and developing high quality automation solutions that will improve the quality of each of our products. Candidates will also have the opportunity to support software development, depending on their preference and needs across our projects.

The sections below outline typical responsibilities and competencies that we are looking for. These are wide-ranging and represent the full cross-section of capabilities that we seek. Prospective candidates should be able to demonstrate ability in a number of the technical competencies (depending on grade/experience) and as a minimum, satisfy the core competencies as listed. We are not looking for full coverage across all of them in any one candidate.

Typical Activities

- Development and maintenance of high-quality test cases to be executed against software and hardware products and back-end infrastructure
- Design and implementation of test automation solutions to bring speed and repeatability to test cases
- Authorship of formal test documentation
- Review and scrutinise other technical documentation (e.g., requirements documentation, design and architecture documents)
- Participation in team planning and progress activities such as daily stand-ups, planning and design meetings
- Review and recommend enhancements for test processes and workflows across the organisation

Technical Competencies

Subject Area	Competency
Experience/Skillset Essentials	<ul style="list-style-type: none"> • Ability to design and document high quality test scenarios for use in manual and automated testing • Experience using Linux as a development operating system • Experience with continuous integration platforms (e.g., Gitlab CI) • Basic understanding of IP/networking concepts (e.g., IP addressing, subnetting, routing, switches) • Basic understanding of cryptographic concepts (public/private keys, certificates) • Awareness of sources of security vulnerabilities in software • Experience using issue trackers and test management tools (e.g., Atlassian JIRA, Testrail or similar) • Experience testing hardware using multimeters, oscilloscopes (desirable)

Subject Area	Competency
Programming / Scripting Languages	<ul style="list-style-type: none"> • Python • Bash • C/C++ (desirable)
Documentation	<ul style="list-style-type: none"> • Ability to write clear and well-formed technical documentation, which may be customer-facing

Core Competencies

Subject Area	Competency
Approach	<ul style="list-style-type: none"> • Enthusiasm for hardware design involving the latest technologies
Working Style	<ul style="list-style-type: none"> • Able to work individually or as a member of a multi-discipline team • Self-motivated • Willing to be flexible and embrace new technologies/techniques • Good time management skills and ownership of own deliverables • Good troubleshooting and problem-solving skills
Customer Focus	<ul style="list-style-type: none"> • Good communication skills (including generation of written content including reports and technical documents) • Able to investigate and understand customer needs
Innovation	<ul style="list-style-type: none"> • Able to foster and develop innovative ideas • Lead and contribute to improvements in production and customer support and innovative ways of working

Amiosec is committed to providing equality of opportunity for all. We aim to ensure our workplaces are free from discrimination and that our current and future colleagues, are treated fairly and with dignity and respect. Please inform us of any reasonable adjustments that we may need to make to the application or interview process.