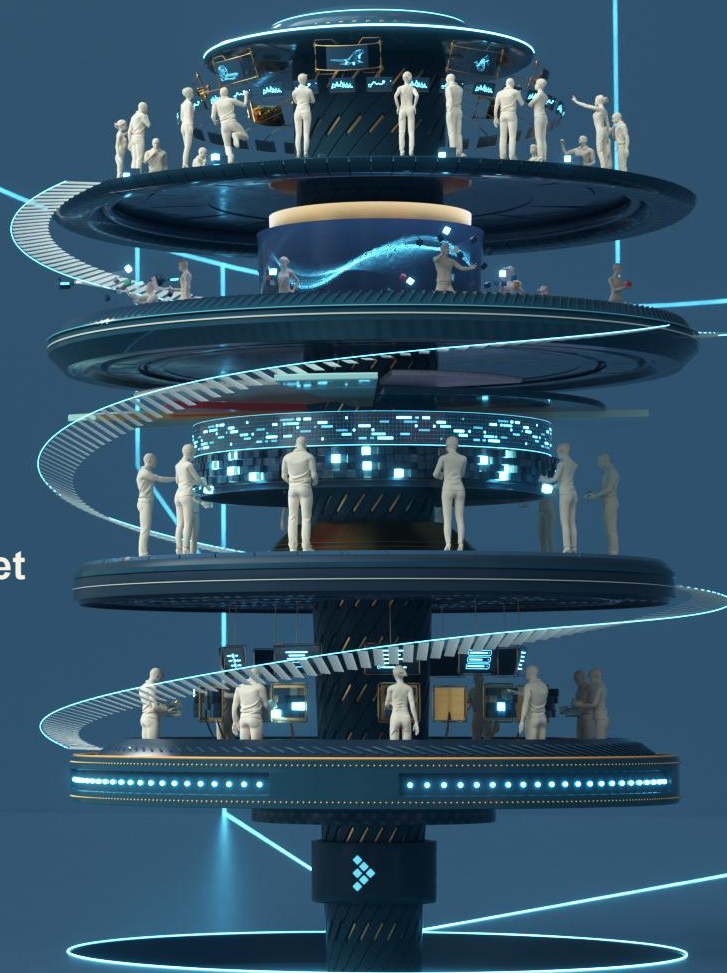




Tester Obsolescence

How to Compete in a Modern QA Job Market

We will begin shortly



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Previously:

- › Software QA Engineer
- › Software QA Consultant/Analyst
- › UAT Test Manager

Advocate of:

- › QA mindset
- › Continuous learning and continuous testing
- › QA presence throughout all development lifecycle
- › QA as a requirement and not a 'nice-to-have'

About the webinar



45 - 60 minute presentation and discussion



Session will be recorded and available on-demand






Submit questions using Q & A

Agenda

1. Defining the modern “tester” role
2. “T-Shaped” people?
3. Example “T-Shaped” tester profiles
4. Upskilling takeaways
5. Q & A

Defining the modern “tester” role

Today's fast-paced world

-  The way software is being developed has changed dramatically throughout the years.
-  This technological innovation and expansion has been impacting both business and society beyond expectations.
-  The Agile and DevOps ways of working have been broadly adapted, but are the people doing the work able to adapt to all these fast-paced changes?



Reimagining the tester profile

It's not enough anymore to:

- Understand testing concepts
- Hold an ISTQB certificate
- Be a functional expert

Software Testers need to be:

- Experts in individual areas
- Multi-functionally aware
- Collaborative
- Proactive, flexible and adaptable
- Thirsty for knowledge

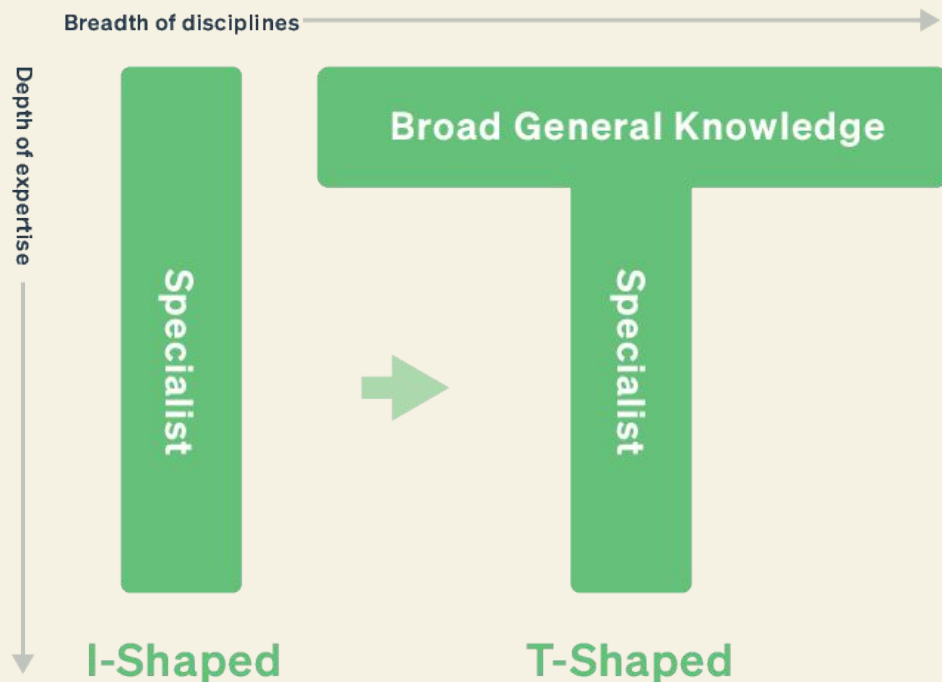


“T-Shaped” people?

Evolution of the tester profile

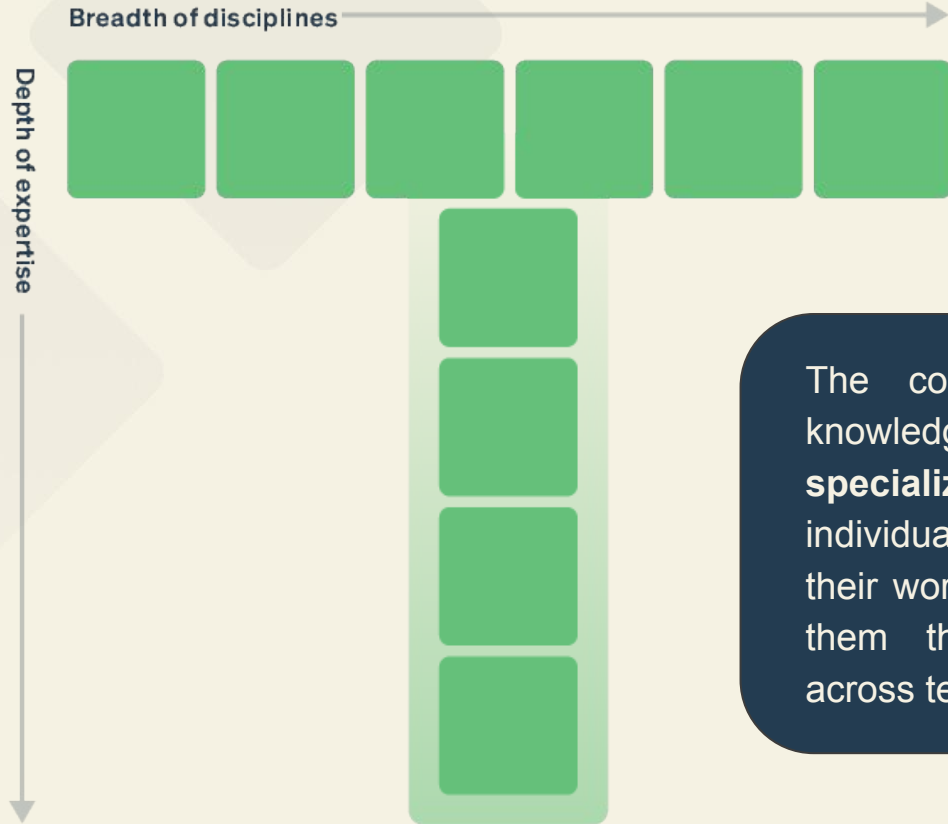
The traditional *I-Shaped* test professional profile does not suffice anymore in the modern software development landscape.

T-Shaped testers are needed in Agile teams more than ever.




"The term T-shaped is considered to have been first used by David Guest in 1991, and was later popularized by Tim Brown, CEO of the IDEO design consultancy." per Erik van Veenendaal in "The T-Shaped Tester eBook"

“T-Shaped” people




The combination of skills and knowledge in **both broad and specialized areas** enables individuals to better contribute in their working field while also giving them the ability to collaborate across teams.

Example of “T-Shaped” tester profiles



Sara
Front End & UX Tester



Ivan
Backend & API Tester



Naomi
DevOps and
Infrastructure Tester



Amir
Security and
Access Controls Tester

Breadth of disciplines →

Depth of expertise ↓



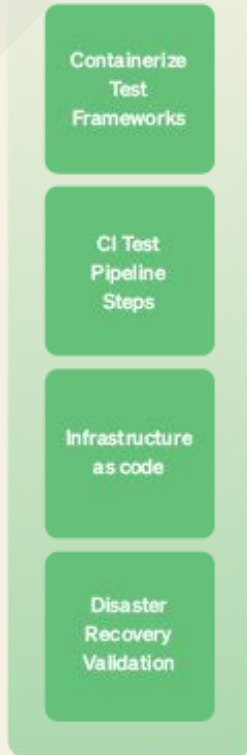
Breadth of disciplines →

Depth of expertise ↓



Breadth of disciplines →

Depth of expertise ↓



Breadth of disciplines →

Depth of expertise ↓



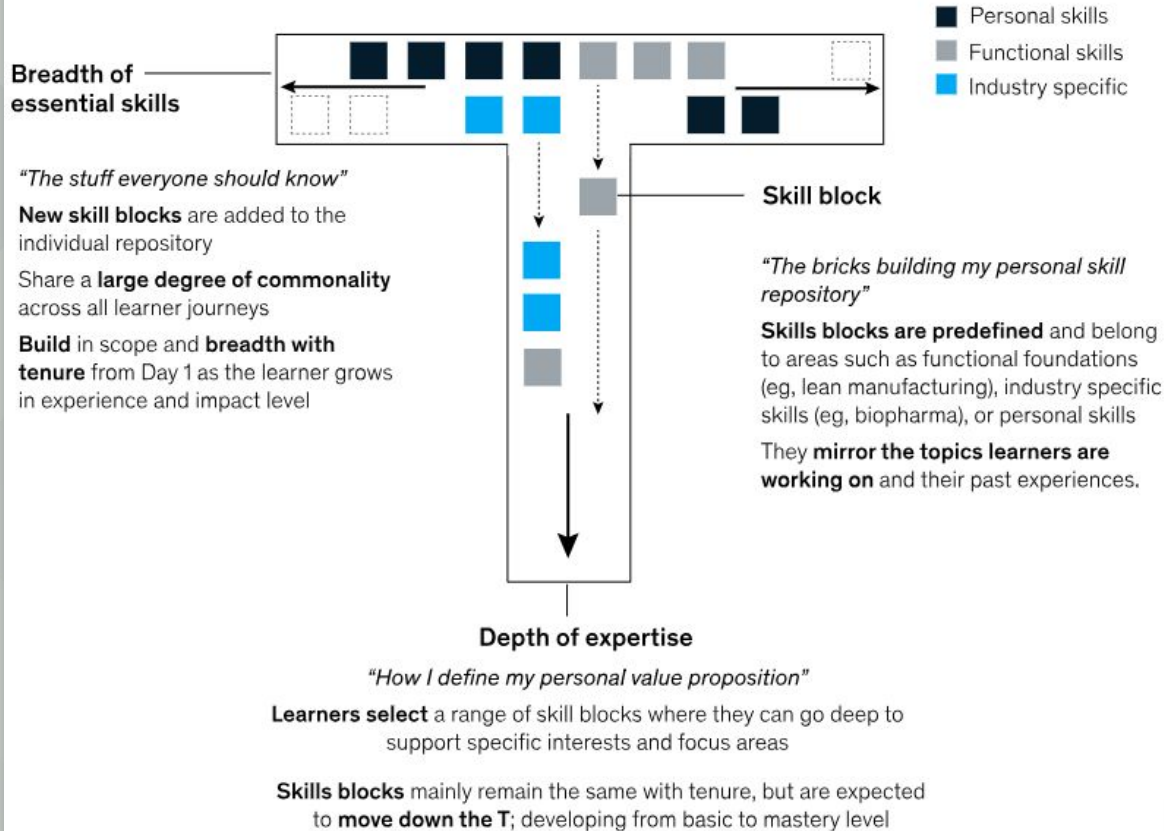
IT Skills

Domain Knowledge

Soft Skills

Testing
Knowledge
And
Skills

Every learner builds a unique, personalized T-profile with relevant skill blocks.



“A T-shaped skills profile, with a broad set of generally applicable skills, supplemented by a spike of specific expertise (exhibit)”

per [McKinsey & Company](#)



Upskilling takeaways

Team Member “Upskilling”



Prioritize Learning

As part of sprint capacity, allocate time for team members to perform self guided learning and training relevant to their job role



Tracking Progress

Have measurable learning objectives:

- Certifications
- Course completion targets
- Skill based assessments (leetcode, etc.)

Welcome to the TestRail Academy

Learn best practices, master product features and train your team at scale with free multimedia courses.

TestRail Essentials Fundamentals of Testing with TestRail	TestRail Essentials Administration & Customization	TestRail Essentials Reports & Analytics	TestRail Automation Test Automation & TestRail
Agile Testing Agile Testing with TestRail	TestRail & Jira TestRail & Jira Two-Way Integration	TestRail Enterprise Advanced Testing with TestRail Enterprise	Regulated Industries Testing in Regulated Industries

Reference <https://academy.testrail.com/>

- ❖ **Versatility is Essential**
- ❖ Lifelong Learning
- ❖ Collaboration Drives Success
- ❖ Specialization Matters
- ❖ Adaptability is Key
- ❖ Networking Enhances Growth

Key Takeaways

- ❖ Versatility is Essential
- ❖ **Lifelong Learning**
- ❖ Collaboration Drives Success
- ❖ Specialization Matters
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Key Takeaways

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Key Takeaways

Useful Resources

TestRail Academy

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Q&A





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Thank you!

