

# Test Lead

## WHO WE ARE - KO WAI MĀTOU

At Farmlands - Te Whenua Tāroa, our vision is to be the 'go-to for everyone connected to our land. We're always backing Kiwi's – rain or shine, year in, year out. We work as one – we help each other, we win together. We're rural people supporting our rural communities looking after our land and our people.

## OUR VALUES – NGĀ UARATANGA

### Be you - mōu ake

It takes all sorts to make an awesome team. Diversity, different perspectives and a fresh approach to problems make everyone in the team stronger. It's not who you are or what you look like, it's all about what you bring to the table that matters.

### Minds open - hinengaro tākoha

We came from a generation of greatness. It gives us the solid foundation to move on, focus on the future and use our creativity and ingenuity to build Farmlands for the next generation.

### See it through - whakamaua kia tīna

We're a team. United through our love of the land and the communities we serve. We back ourselves, each other, and get behind the decisions we make together.

## POSITION PURPOSE – TE PŪTAKE O TE TŪRANGA

Reports to - Kaiwhakahāere: Development & Release Manager  
Your Team – To tīma: Innovation and Digital  
Direct reports - Kaimahi: Five

The Test Lead is responsible for overseeing and managing the quality assurance and testing processes for complex software ecosystems, including SaaS Enterprise systems, front-end website and apps, and integrations between various platforms. This role ensures the delivery of high-quality, reliable software solutions that meet business requirements and end-user expectations.

This includes leading five test analysts with both manual and automation skills, as well as coordinating with 3<sup>rd</sup> party contract testers. This role requires overseeing test processes as well as being hands-on for projects.

## KEY ACCOUNTABILITY AREAS – Ngā wāhanga mahi

### Safety and wellbeing - Haumarutanga

Actively contribute to a safety-first culture by:

- Keeping yourself and others safe, and participating in safety and wellbeing activities
- Speaking up if you see something that is not and could injure yourself or others in the workplaces
- Ensuring that all KPI's, policy and procedure requirements related to safety and wellbeing are completed on time and in full, every time

### General - Whānuitanga

#### Test Strategy & Planning

- Develop comprehensive test strategies for diverse software environments, including SaaS, bespoke solutions, and integrations.
- Create and maintain standards and templates for test documentation for various types of testing (projects, regression suite, production issues, etc.)
- Establish testing standards, methodologies, and best practices across different platforms and technologies
- Stay current on the latest testing methodologies, tools, and industry best practices
- Implement process improvements to enhance testing efficiency and effectiveness

#### Test Execution & Management

- Oversee the execution of test plans across multiple projects and platforms
- Build consistent approaches for managing test cycles, including regression testing, user acceptance testing (UAT), and performance testing
- Conduct post project reviews to identify lessons learned and areas for improvement

#### Automation & Tools

- Implement and maintain test automation frameworks suitable for both SaaS and custom-built software
- Evaluate, select, and implement appropriate testing tools for different environments and testing needs
- Drive the adoption of new testing technologies and methodologies to improve efficiency and coverage

#### Quality Metrics & Reporting

- Define and track key quality metrics for various types of software and projects
- Prepare and present detailed test reports and dashboards to stakeholders
- Analyse testing data to identify trends, recurring issues, and areas for improvement

### **Team Leadership & Mentoring**

- Lead and mentor a team of testers with diverse skills across various testing domains. This includes onboarding new testers, as well as monitoring the team to ensure the practices are followed.
- Provide guidance on complex testing scenarios and architectural considerations
- Foster a culture of continuous learning and knowledge sharing within the team
- Lead your team by example, following best practice in estimation, planning, execution and communication of testing.

### **Communication & Stakeholder Management**

- Collaborate with product owners, developers, and operations teams to ensure quality throughout the software lifecycle
- Communicate testing progress, risks, and quality metrics to senior management and clients
- Create, communicate and promote the value of good software testing practices to the wider delivery team.

### **Professional Development - Whakawhanaketanga**

Continue to develop personally and professionally by:

- Upskill and obtain relevant qualifications in testing best practice.
- Maintaining regular contact with manager to discuss progress and performance, seek feedback and address development areas
- Engaging with Farmlands performance development process, recording progress and goals
- Being a positive supporter and leader of change initiatives
- Ensuring all training requirements are completed as required

## **WHAT YOU'LL BRING - Āu āpititanga ki te tūranga**

### **Experience - Āu tautōhitotanga**

- 5+ years' experience in software testing
- 2+ years' experience in a leadership role
- Strong knowledge of testing methodologies, tools, and best practices across multiple technologies.
- Experience with test automation frameworks
- Experience in Software Testing
- Experience in working on large and complex projects.

### **Qualifications – Āu tohu mātauranga**

- Tertiary qualification in technology or equivalent industry experience
- Professional testing qualification e.g. ISTQB

**Skills –**

**Āu pūkenga**

- Experience of test management tools e.g. Test Director/Azure DevOps
- Experience of test automation tools e.g. Selenium Web Driver, Cypress
- Experience of development languages to support testing e.g. T-SQL, PowerShell

**Personal Attributes –**

**Ōu āhuatanga**

- High level of attention to detail
- Ability to work independently and show initiative
- Excellent interpersonal and communication skills.
- Demonstrates openness, enthusiasm, and engagement
- Commitment to high standards of excellence and high personal integrity
- High level of independence and initiative while working effectively as part of a team
- Ability to influence others and move toward a common vision or goal.
- Flexible and adaptable; able to work in ambiguous situations.
- Creativity, innovation, and the ability to think 'out-of-the-box' in problem solving
- Integrity, discretion, and resilience
- Commitment to business goals and culture
- Ability to translate highly technical information into practical, everyday terminology

An aerial photograph of a river valley with a central green banner. The banner contains the text 'EVERYDAY LEADERSHIP BEHAVIOURS' in white, bold, uppercase letters, enclosed in a white rectangular frame. The background shows a winding river through a valley with green hills and some mist or clouds.

# EVERYDAY LEADERSHIP BEHAVIOURS

WE'RE OUT  
HERE TOO.

The Farmlands logo, consisting of a stylized orange and yellow wave above the word 'Farmlands' in white text on a dark green background.

Farmlands

# THE FOUR BEHAVIOURS OF EVERYDAY LEADERSHIP

We've identified 4 leadership behaviours that we know make the best Farmlands leaders. Different roles across the co-operative require us to approach each aspect in slightly different way, and you'll see on the next pages the different leadership levels and how they all fit together.

## Create

### Create Clarity

**Understand the bigger picture** – you understand our vision, strategy and plans. You know what's expected of you and how you should deliver this. And, if you don't know, you take steps to find out.

**Have a plan** – you establish a vision and course of action that's aligned to our strategy. You help others connect the dots between our vision and strategy and where they fit in achieving this. You can describe what success looks like and provide a sense of direction for others, even during times of ambiguity.

**Clarify the 'why'** – you make clear how activities and decisions benefit the customer and the co-operative. You provide further context where further buy-in or prioritisation is needed to help overcome resistance.

## Connect

### Build Connections

**Forge connections** – you have strong relationships with the people around you, your customers and communities. You look outside of your immediate team to create connections with the people and teams across the business who have an influence or impact on your work. You seek broader perspectives to generate insights and opportunities.

**Create purpose and belonging** – you create meaning for your team by uniting them around a common goal. You're authentic and prepared to be vulnerable. You promote diversity and allow others to express themselves and for all voices to be heard equally.

**Take people with you** – you inspire people through your energy, commitment to our business and enthusiasm for the future. You listen, seek feedback from a range of sources and involve others in your decision making, without compromising pace. You lead by example through consistency and demonstrating the Farmlands Leadership behaviours.

## Deliver

### Deliver Results

**Create structure** – you plan ahead and create the structures and work routines to get things done. You make use of the systems and technology available to you. You're agile and look to work in new ways.

**Think and act like an owner** – you take responsibility for your performance and delivering to a high standard. You tenaciously pursue the right outcomes and don't confuse activity with results. If you lead people, you set clear expectations for every team member.

**Insights driven** – you understand the commercial aspects of your role and make decisions based on data and insights. You draw from new sources of information to generate ideas, seeking to innovate, disrupt and change. You are focused on building a stronger organisation tomorrow than today.

## Grow

### Grow Self, Grow Others

**Have a growth mindset** – your resilience helps you embrace change, persist through challenges and learn from feedback. You are curious and have flexibility of thought and perspective. You know your strengths and opportunities, actively engage in self-development and take time to reflect and apply learnings.

**Develop capability** – you coach others to build capability and achieve their potential. You know your team, their aspirations and support them to learn, grow and take ownership of their development.

**Get out of the way** – you empower others by delegating and creating space for them to do their best work, trusting them to deliver and providing support where required. You make it safe for others to try new things and learn from mistakes.

# HOW THIS SHOWS UP IN EVERYDAY BEHAVIOUR (LEAD OTHERS)

## Create

### Create Clarity

*Your role is to operationalise the strategy which means you and your team need to understand it and how to achieve it*

#### Understand the bigger picture

- Understand our vision, strategy and plans.
- Know what's expected of you and how you should deliver this.

#### Have a plan

- Establish a vision and course of action that's aligned to our strategy.
- Help others understand their contribution to our vision and strategy.

#### Clarify the 'why'

- Make it clear how activities and decisions benefit the customer and the co-operative.
- Provide further context where required to overcome resistance.

## Connect

### Build Connections

*This is about the relationships you create with your team and the teams you work closely with.*

#### Forge connections

- Create strong relationships with your team and others who have an influence on your work.

#### Create purpose and belonging

- Create meaning for your team by uniting them around a common goal.
- Authentic and promote diversity.

#### Take people with you

- Inspire others through your energy, commitment and enthusiasm.
- Lead by example through consistency and demonstrating the Farmlands Leadership behaviours.

## Deliver

### Deliver Results

*This is about achieving results through others.*

#### Create structure

- Plan and create structure to get things done.
- Agile and look to work and lead your team in new ways.

#### Think and act like an owner

- Take responsibility for your performance and delivering to a high standard
- Set clear expectations for every team member and hold them to account.

#### Insights driven

- make decisions with a commercial lens and seek new information to generate ideas.
- innovate, disrupt and challenge the norm.
- focus on building a stronger Farmlands.

## Grow

### Grow Self, Grow Others

*Growth is how we make ourselves, our teams and our co-operative better.*

#### Have a growth mindset

- Embrace the new and lead with agility.
- Actively engage in self-development and apply learnings.

#### Develop capability

- Coach others to build capability and achieve their potential.
- Know your team and support and empower them to learn, grow and develop.

#### Get out of the way

- Empower others by delegating and creating space for them to do their best work.
- Make it safe for others to try new things and learn from mistakes.