Test Lead

Job Description

Date	July 2025
Location / Business Unit	Product & Development (Technology and Operations) Wellington, Auckland, flexible location
Reporting to	Programme Delivery Manager
Functional Relationships	RNZ Product & Development team External contractors and service providers, RNZ kaimahi
Position Type	Fixed-term, Full-Time

Te Tūranga - About the Role

The Test Lead role is responsible for leading the delivery of testing services that support the design, development and maintenance of RNZ's audience-facing digital applications, and the services that enable them.

This role sits within the Product & Development team, and works closely with developers, designers, support and project team members to ensure the quality and reliability of some of RNZ's most critical digital products.

Alongside practical testing, the Test Lead will develop test plans and approaches, influence product workflows, gather and document testable requirements, and determine the Definition of Done and Acceptance Criteria for team tasks.

This role plays a key part in delivering exceptional digital experiences for RNZ's audience by ensuring content and functionality is delivered seamlessly, across platforms and devices.

Te Mahi – About the job

- Test Lead tasks, including:

  o Leading and delivering functional testing activities throughout the Software Development Life-Cycle (SDLC)

  o Providing guidance on best practice methods and approaches to testing for software design and development

  o Collaborating with the Product & Development team on:

    ▪ Data management

    ▪ Test automation delivery

    ▪ Test environment management and performance

    ▪ Other non-functional testing activities

  o Working with business users and designers to gather and document testable requirements

  o Establishing clearly defined Definition of Done and Acceptance Criteria for tasks

  o Leading or supporting the implementation of test processes

  o Working with others in the Product & Development Team, contractors and service delivery partners to plan and deliver testing activities that advance the strategy of the team and the broader organisation — across projects and BAU activities

  o Working across RNZ's different platforms and applications — including legacy systems — to modernise, maintain or replace them

  o Estimating test effort across diverse system architectures, both functional and non-functional.

- Service delivery, including:

  o Proactively identifying opportunities for improvements to existing testing processes and practices (and wider team workflows) to propose and help implement changes

  o Sharing knowledge and providing support to other team members

  o Developing and maintaining relationships with individuals and teams across RNZ, and with contractors and service delivery partners.

- Project support, including:

  o Participating in project- and task-level planning and delivery activities, including scoping, workflow management, review and release

  o Influencing the improvement of project approaches and activities over time

  o Working with designers, users and other stakeholders to understand requirements, and present back development progress — where relevant.

- Participate in and contribute to the development and achievement of personal performance targets; undertake personal training and development, to maintain and enhance skills; and support peers to develop their skills and experiences.

Note: Our existing legacy products use a range of languages (Ruby, Go, JavaScript and PHP) and frameworks (Rails, Stimulus, React and WordPress), to varying degrees, with some in very limited instances. This role will help rationalise, standardise and reduce the number of languages and frameworks over time.

Ōu Pūkenga - About You

Qualifications	International Software Testing Qualifications Board (ISTQB) Foundation Certification. Any related degree-level qualification, industry qualification or equivalent experience is preferred.
Knowledge & Experience	• Demonstrated experience leading testing in a complex software environment. • Proven experience at a senior level with multiple project domains, technologies, applications, and test methodologies. • Excellent analytical skills essential, able to identify areas of project risk within an application and design an appropriately comprehensive test strategy. • Experience evaluating existing systems and procedures and making recommendations for improvement. • Experience with and/or understanding of manual and automation testing tools e.g. Selenium, SOAPUI, Tosca Test Suite, Playwright, Azure DevOps, etc. would be advantageous. • Experience in business analysis, requirements gathering and documentation, and creating acceptance criteria is preferred. • Knowledge of RNZ content and Charter objectives, or a willingness to learn.
Skills	• Good organisational ability with particular emphasis on time management and prioritisation, and on clear and effective record-keeping. • Effective production of test plans and approaches that support Best Practice for SDLC testing and the expectations and constraints of the Product & Development team. • Produce testable requirements that the wider team can understand and follow.

	• Makes sound decisions that take into account strategic, project and task objectives, risks, implications and regulatory considerations. • Communicate effectively with the Product & Development team and business users. • Strong understanding of all aspects of the SDLC and ISTQB test standards and terminology. • Ability to work with users to devise and implement appropriate changes.
Competencies	• Is a collaborative team player. • Influences and communicates effectively with both technical and non-technical audiences. • Works co-operatively and equitably with a diverse range of people. • Acts as an agent for change, improvement, and innovation. • Can work effectively in a live environment — given RNZ's broadcast requirements. • Recognises the value of cultural and community diversity.

Te Ahurea – Our Culture

RNZ Attitudes

RNZ Attitudes are all about how we work. These attitudes are how we demonstrate our culture through our everyday actions, behaviour and decisions. They drive how we do things, what we value and what's expected of us. They exist so that RNZ is a culture for everyone to enjoy and flourish in.

We're bold and think big. We find a way to make things happen. We learn best by doing. We believe that trying and failing is better than not trying at all.

We deal with problems or new tasks with energy and creativity. We try new things, we evolve and we move fast.

We encourage people to flourish. we extend love and compassion to others and nurture relationships. We have collective strength and cherish individuality.