



Software. Testing. Excellence.



PROFESSIONAL TESTING IN THE ORGANIZATION – A PROFESSIONAL PROFILE

**Quality is essential for the success of projects and products.
It is not possible to achieve acceptable quality in software development without checking the requirements and testing the features of systems and applications.
This applies to all functional and non-functional requirements.**

The tasks of testing and checking are performed more effectively and efficiently if they are carried out by competent individuals and in structured processes. The GTB's brochure on the professional profile for testing therefore focuses on the following questions:

- › What exactly are the tasks involved in testing and checking, and how can they be effectively combined?
- › What are the methods and tuning opportunities in the development process that can be applied to support these tasks efficiently?

Since there are no simple answers and solutions for all contexts, the GTB professional profile for testing provides suitable ideas, models and structures that can provide assistance.

The goal is to present a reference scheme for tasks and responsibilities as well as the appropriate and necessary competencies. This can be the basis for implementing an efficient organization for different software development lifecycles (SDLC), regardless of whether the development process is agile, iterative or sequential.

Our approach to achieve this is:

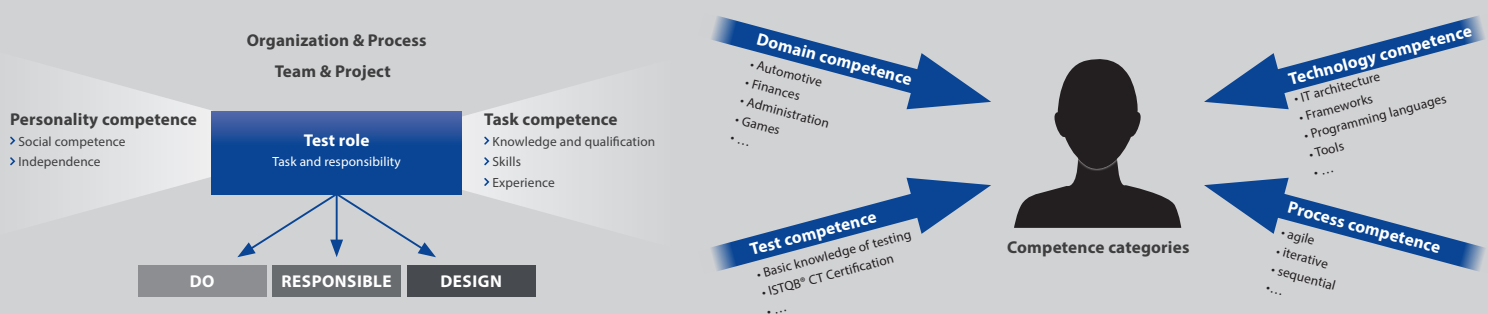
- › to think more in terms of tasks and competencies and less in terms of positions

- › to plan with more focus on team orientation and process and with less focus on silos; and
- › to organize more in terms of responsibilities and results and less in terms of work assignments.

The professional profile for testing is based around the term 'role', which combines a task or set of tasks with the responsibility for the corresponding result. At the same time, it also provides an overview of the competencies required. Roles can be assigned temporarily in a project or organization, or they can be assigned on a medium to long-term basis. Examples are the tasks of test case analysis, design and realization of a feature in a sprint (which is usually a short-term role), or the setup and maintenance of a test environment with test automation for a CI-CD pipeline (which would be more appropriate as a medium/long-term role).

The professional profile for testing builds on a basic competency structure for roles with the assigned task competencies (such as knowledge/qualification, skills and experience) and the responsibility competencies needed (such as social competence, independence).

MODEL OF THE TEST ROLE



Task competencies for testing are divided into the following four categories:

- › **Domain** What do I test?
- › **Testing** How do I test?
- › **Technology** What do I test and with what do I test?
- › **Process** When do I have to do which test tasks?

The professional profile for testing structures and clusters the test tasks into three main areas in which the roles are grouped together in a logical way:

- › **Testing**
(analysis/design, implementation/automation/execution of tests for functional and non-functional requirements)
- › **Test management**
(strategy, architecture, concept/planning)
- › **Test support**
(test data, test environment including tools and frameworks)

In order to create more flexibility in the roles in an organization, a project or a sprint, the professional profile for testing uses three levels of responsibility. These are: Do, Responsible, Design.

The idea is to assign tasks to competent individuals who can then act responsibly and independently by performing the tasks themselves or by implementing them in a team, in which this may be done with correspondingly competent team members or with team members that are instructed accordingly. In flexible, agile teams in particular, individuals can sometimes be the person responsible, or the person who does the work, or sometimes they are both in one person.

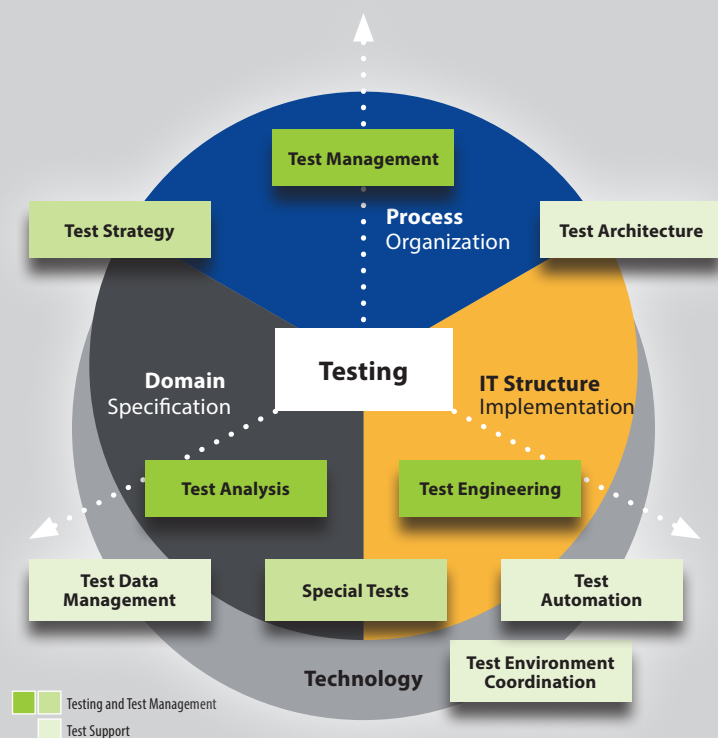
The reference scheme of the professional profile for testing wants to:

- › visualize and clarify the wide variety of tasks in the field of testing;
- › support personal development and career planning;
- › help in developing the team, project and product organization;
- › provide ideas for general organizational and personnel planning; and
- › give guidance to the areas of training and further development.

The brochure presents the fundamentals of the above scheme in detail, and lists the above-mentioned roles with tasks, responsibilities and required competencies. It provides ideas for use in personal development, in the project team and in the organization. In addition, the brochure shows how the ISTQB® Certified Tester training modules can be used in the field of testing to acquire and increase both one's own competencies and that of the employees in an organization.

GTB PROFESSIONAL PROFILE FOR TEST

working level	DO Follow, assist
operational level	RESPONSIBLE apply, enable, advise
strategic level	DESIGN initiate, influence, set, ...



You can find the GTB brochure 'Professional Profile for Testing' here:



For more information on the ISTQB® Certified Tester training modules, please visit the GTB homepage:



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