



# QA Engineer

## Job description

Job title	QA Engineer
Location	Hybrid: home and London, office
Role	Permanent, 5 days per week
Salary	£45,000
Start date	As soon as possible
About us	<a href="#">Company website</a>

## About the role

We're expanding our technology team and looking for engineers who believe in the power of data and technology to drive real change.

As a QA Engineer, you'll work across our entire product range, from our Better Off Calculator to analytics services, like our Low Income Family Tracker (LIFT) and Multi Agency Safeguarding Tracker (MAST). This role is open to mid-level through to senior, with a clear progression pathway open to those who join at every level.

This role is to be our first dedicated QA position, as such, there's some legacy work to be done, but this means you get to drive and own our internal QA stances and best practices. From day one, you'll start by expanding coverage across all of our products, and over time build out frameworks, tools and standards for the rest of the team to use and follow.

As less legacy cleanup is needed, the role will push towards education among the team to keep testing coverage high, effective and meaningful. As well as using automations to reduce the human QA needed for stable release.



## Main accountabilities

Our engineering team takes ownership of code quality, workflow efficiency, and service reliability, critical to delivering on our mission. You'll collaborate with colleagues at all levels across the organisation, working on a diverse range of projects, including:

### Individually

- Being an active part of the development team, and helping team members work well with each other and the rest of the company
- Getting involved in a range of testing, including front-end, back-end, integration, regression, security and deployment. Using infrastructure as code to host & deploy these suites of tests.
- Building testing coverage across legacy systems, tooling to support coverage on new systems and championing standards across all the engineering team.
- Shaping our testing frameworks and procedures, and being the advocate for best practices.

### Within the Team

- Investing in and improving team skills and practices through co-mentoring, pairing, code review and leading by example
- Communication, stakeholder management and relationship building to craft a well-gelled engineering team that's known as a trusted partner for marketing, sales and policy and operations and is an integral part of the business
- Shaping the company's thinking on testing and how to build systems that work for us, for our customers and our users over the long run

### Within the Business

- Attracting and helping to hire new team members as the business grows
- Contributing to technical discussion and scoping of work internally
- Ensuring the security of data entrusted to the organisation, minimising the risk of security breach, potential data loss or downtime, and engaging in post-mortems and follow-up when things do go wrong (or right)

To support this vision will require energy, enthusiasm, ability and ambition. You will be keen to develop the team's skills across the full stack and excited by the potential for improving people's lives.



## Technical requirements

Whatever level of experience you have, we won't expect you to know all of these technologies. Interest and aptitude for ongoing learning and development in these and related technologies is more important than what you know today:

Our benefits model uses:

- JavaScript
- TypeScript
- Node.js (all backend applications, primarily Lambda)
- Angular and React
- Mocha, Chai and Cypress
- AWS (S3, Cloudfront, Lambda, Fargate, DynamoDB, RDS MySQL)

Our data management workflow uses:

- Node.js (batch calculations on the benefits model)
- AWS (RDS PostgreSQL, Fargate, Lambda, S3)
- Stata and Excel (used extensively by our policy and analysis teams)
- Python (for pipeline Lambdas)
- Tableau (used for visualisation of analysed data in dashboards)

Our development practices include:

- Standard JS / TS / Python language coding styles
- Testing using Mocha, Chai, PyTest, Jasmine and Cypress/Playwright
- Git version management (GitHub)
- Deployment automation (GitHub Actions) dependent on code review and automated quality checks
- Infrastructure as code with the AWS Cloud Development Kit (CDK)
- Working in sprints, with epics, tickets and roadmaps on Jira, and quarterly roadmap review

The more of our tech and practices you are familiar with, the better. Learning and growth is most important because tech doesn't stand still and our products will continue to evolve. We like to incorporate new technology when it makes work flow better and helps us shift more energy towards outcomes. The more experience you have, the more we look for the ability to reason about, design and build systems in any technology, with an eye for simple, clean solutions and the pragmatism to deliver value to customers alongside the discipline to keep it sustainable.



## About Policy in Practice

Policy in Practice believes data and technology can empower people and change lives. Our goal is to be the single point of access for all people on means tested benefits, and enable effective public services through citizen centred services.

We aim to reach as many households as possible across the UK. We will do this via growth of existing products in public and private sector organisations and through expansion into new markets.

Policy in Practice is at a pivotal point as we continue to move from start-up to scale-up. We have invested in our capability, and development has moved from ideas to prototypes and, in some cases, to production.

## Policy in Practice's vision and mission

### Vision

We believe data and technology have the ability to empower people and change lives.

### Mission

We empower people via proactive, integrated support. We will help more people live better lives using our expertise in social policy, data and technology.

We are transforming the way society supports low income families through citizen centred approaches. We focus on improving how all policy areas, sectors and journeys combined can have an impact on people and their outcomes.

### Values

#### Purposeful and passionate

- We push for opportunities to improve, not just for our clients or for ourselves, but also for the people who need our help.
- We take responsibility. Details matter. We have a genuine passion to help people, with a willingness to take action.

#### Insightful and impactful

- We go beyond straightforward analysis to get to the 'So What?', driving our policy insight and services to deliver impact.



- We think deeply and communicate simply in a way that helps people make the right decisions.

#### Respectful and supportive

- We are willing to discuss and debate openly, listening to both sides and relying on evidence and strong relationships to reach shared positions.
- We have each other's back.

## Why work here?

- Working in a thought leading organisation where you can empower people and change lives.
- Flexible working arrangements with hybrid and remote working available
- Opportunities for quick career progression

Policy in Practice colleagues say:

*“Everyone is lovely and we do such impactful work. There is a very caring employee culture, and a drive to share expertise.”*

*“I appreciate how our work helps shape policies and the supportive team environment here encourages everyone to grow. Flexible working options make it easier to balance life and work and our inclusive culture makes this a welcoming place to be.”*

*“The work is extremely meaningful and translates directly into tangible benefits.”*

## How to apply

Please send your CV with a cover letter that clearly outlines your suitability and your interest in the post to [jobs@policyinpractice.co.uk](mailto:jobs@policyinpractice.co.uk) as soon as possible.