

# Updated JD – QA Engineer (Manual & Automation)

- **Job Title:** QA Engineer (Manual & Automation)
- **Location:** Remote (Latin America)
- **Schedule:** Full-time, aligned with US Central Time (CST) business hours

## About the Client

Our client is an AI-first course authoring platform and modern LMS for workplace training. They help companies build onboarding, compliance, product, and customer training content much faster using AI—then deliver it through a sleek, data-driven learning platform.

They're a fast-moving, founder-led startup. The bar is high: we ship quickly, expect strong ownership, and want people who use AI tools to work smarter and faster.

## Role Overview

We're looking for a **meticulous QA Engineer** with strong experience in both **manual and automated testing** to own the quality of key product areas.

This is a **hands-on, mid-senior role** where you will:

- Sit close to product and engineering (joining design/engineering calls regularly).
- Design and execute manual test strategies for complex, evolving features.
- Build and maintain automation that keeps pace with frequent releases.
- Help shape the QA process almost from scratch and keep Jira/process hygiene tight.

You'll report to **Engineering** and collaborate closely with product, design, and the rest of the engineering team.

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## What You'll Do

- Review product specs, Figma designs, and user stories; define **test scenarios, edge cases, and acceptance criteria**.
- Write and maintain **clear test cases, test plans, and checklists**.
- Execute **functional, UI/UX, regression, integration, and exploratory tests** on the web application.
- Test **complex workflows** across the LMS: authoring tools, learning paths, permissions, analytics, and AI-powered features.
- Validate **AI-driven features** (e.g., content generation, recommendations, adaptive paths) for accuracy, reliability, and usability.
- Design, implement, and maintain **automated test suites** for web UI and APIs.

- Build **end-to-end and regression tests** using tools such as **Cypress, Playwright, or Selenium**.
  - Implement and maintain **API tests** for backend services (Node.js) using tools like **Postman, Newman, REST Assured**, or similar.
  - Integrate automated tests into the **CI/CD pipeline** to catch issues early.
  - Monitor **flaky tests**, maintain test stability, and **continuously improve coverage**.
  - **Own Jira hygiene**: keep tickets up to date, ensure statuses reflect reality, and close out completed work.
  - Help define and maintain **workflows, labels, and boards** so priorities and in-progress work are crystal clear.
  - Work with the Engineering Manager/Founder to make sure **sprints are clean, organized, and ready before they start**.
  - Collaborate with product and engineering to clarify requirements and **define what “good” looks like**.
  - Participate in **sprint planning, grooming, standups, and release reviews** as the voice of quality.
  - Log, track, and prioritize defects with **clear reproduction steps and impact assessment**.
  - Proactively **spot risk areas** and suggest improvements to overall product quality and reliability.
  - Act as a **partner, not just a ticket-taker**: challenge assumptions, flag risks, and push for quality where it matters most.
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## Requirements (Must-Haves)

- **3–6 years** of experience as a QA Engineer / Software Tester, covering **both manual and automated testing**.
- Strong experience testing **web applications**, ideally with modern JavaScript frontends.
- Hands-on experience with at least one modern **UI automation framework** (e.g. **Cypress, Playwright, Selenium**).
- Experience writing and maintaining **API tests** (Postman, Newman, REST Assured, etc.).
- Good understanding of **functional, regression, integration, and end-to-end testing**.
- Basic database concepts and ability to **validate data** (SQL, pgAdmin, or similar).
- Comfortable working in an **Agile/Scrum** environment with Jira or similar tools, and **willing to own process hygiene**.
- **Fluent English** (written and verbal) – comfortable leading/participating in English-speaking calls.
- Proven experience in environments that **ship a lot of code** with frequent releases.
- High ownership, **meticulous attention to detail**, and a serious, quality-obsessed mindset.

## Nice to Have

- Experience testing **Angular** frontends and **Node.js** backends.
  - Experience with **CI/CD pipelines** (GitHub Actions, GitLab CI, Jenkins, etc.) and integrating automated tests.
  - Performance / load testing experience (e.g., **JMeter**, **k6**).
  - Experience in **LMS, e-learning, or B2B SaaS** products.
  - Exposure to **AI/ML-powered products** or features.
  - Experience being the **primary or sole QA** in a team.
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