April 2021

Specialist Group in Software Testing

THE TESTER

Limitless opportunities for 2021 and beyond!

From the Editor

Welcome to *The Tester,* the official magazine of *SIGiST*. SIGiST is continuing to grow from strength to strength, delivering more successful webinars, in 2021 and beyond! This issue mentions the successful events SIGiST have hosted so far.

In *The Tester* review the abstracts for our events in April, and also read the results of the survey SIGiST conducted in March this year, with some interesting findings. There are 2 inspiring mentoring and development stories by Sam White and Ady Stokes on pages 31 and 33, and details about the Testing Stories ebook on page 35 which the proceeds go to the mental health charity Open Sourcing Mental Ilness.

There is also a list of future non-SIGiST events which SIGiST Committee members will be speaking at on page 18, as well as a call for an Early Careers Advocate to join the SIGiST committee on page 39

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The Tester Editor
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Join our Linked-In Group:

LinkedIn/BCS SIGiST

Follow us @SIGiST

Facebook: BCS SIGiST

Book online for our April 22nd 2021 event:

https://www.bcs.org/events/2021/april/webinar-bug-bash/

Book online for our April 23rd 2021 event:
https://www.bcs.org/events/2021/april/webinar-women-in-qa-celebrating-international-girl-s-in-ict-day/

SIGiST, another year of success in store!

Since the newly formed SIGiST committee were formed last year at the SIGiST AGM in February 2020, they have organised some really successful events throughout 2020, for the SIGiST community online, due to the COVID-19 pandemic, and have already delivered some outstanding events in 2021, with plans for some more amazing events throughout 2021 and beyond. While this has been an uncertain and unusual time, the SIGiST committee identified the opportunity to deliver our events via webinars to reach out to both the SIGiST and the software testing communities, some of which may not have been able to attend event in person otherwise.

The first event ran on the 31st of March, where 3 fantastic speakers delivered their talks. The video of the event can be viewed on YouTube, on the BCS Member Channel, at the following link: https://www.youtube.com/watch?v=Gghac3lUW1w&feature=youtu.be

Different subsequent events took place afterwards, including the following webinars where the following videos can be viewed:

Webinar	Date	YouTube link
Testing Contact Tracing	29th May 2020	https://www.youtube.com/watch?v=-u1mualoVoQ
QA Teams during and Post Covid	17th September 2020	https://www.youtube.com/watch?v=lV7Ilnm4SYk
What Testing Means Today	20th October 2020	https://www.youtube.com/watch?v=qoWQ1C1ry5s
SIGiST Apprenticeship event	3rd November 2020	https://www.youtube.com/watch?v=1RH2MX4Z9bw
ISTQB and cracking software testing interviews	5th November 2020	https://www.youtube.com/watch?v=5gQ1nCq7jlA

SIGiST also organised Lean Coffee breakfast events, starting with our first event run by Gita Malinskova (the Programme Chair) on the 20th of May, where attendees could network and discuss questions raised by the SIGiST community. SIGiST are planning on running some more Lean Coffee breakfast events in due course.

SIGiST have also been running events alongside different BCS branches, as well as BCS Specialist Groups like BCS Women, and other testing organisations like AST (Association of Software Testing), where a workshop was run between SIGiST and AST about why the public should care about software testing. The report from this event can be found in Issue 67 (the previous issue) of the Tester.

SIGiST ran a successful event about modern apprenticeships to raise awareness about apprentices in testing, as well as highlighting the benefits an apprentice can bring to an organisation. There are future events planned, concerning career development as a Tester,

including an event about mentoring which the details of which will be confirmed in due course, so watch this space! There is a fantastic interview with Ileana Herrera, from Salta, Argentina, who is a founder of the Ministry of Testing meetups in Argentina, and who has previously spoken at one of our events 'What Testing Means Today' back in October 2020 and who has also helped contribute to the Tester magazine.

SIGiST was a professional sponsor for a four-day event, run by UNICOM, which started on the 1st of December and ended on the 4th of December, with a great line up of speakers. SIGiST is also supporting another UNICOM event, taking place on the 28th to the 29th of April, which more details can be found on pages 15 to 16.

There are some fantastic events lined up for April:

- A 'Bug Bash' testathon, like a hackathon, webinar taking place on the 22nd of April, more details about the event can be found on page 7, with the presentation abstracts and speaker biographies on pages 8 to 9.
- A 'Women in QA: Celebrating International Girl's in ICT Day' Testathon, like a hackathon, webinar taking place on the 22nd of April, more details about the event can be found on page 10, with the presentation abstracts and speaker biographies on pages 12 to 14.

SIGiST continues to put additional focus on inclusion, encouraging people from all backgrounds to consider software testing as a possible career path, and running amazing events so BCS members, the SIGiST and software testing communities, and the public can learn about the latest developments in testing.

SIGiST welcomes any ideas for events, workshops and articles relating to software testing and interesting contributions that anyone may have.

Welcome notes from Issue 68!

Greetings everyone, and welcome to Issue 68 of the Tester, now Spring is here and the days are getting longer, and lockdown looks to be gradually winding down, although I am making the best of things whilst being in lockdown. 2020 was an interesting year, however I am now focusing on 2021, looking forward to meeting some amazing people I have been speaking to online (and hopefully face to face, once lockdown is over) and learning much from the online webinars I have been attending, as well as delivering some talks about mental health, testing, mentoring, plus more.

Since the last issue, which was released in December 2020, I have been doing some User Experience Testing (UX Testing) for new developments of the BCS Mentoring Tool which will be deployed by the BCS soon. I have written an article about the BCS Mentoring Tool which can be found at on pages 28 to 29. I have also been developing myself as a tester, including learning a cool programming language called Python and developing my coding skills. Learning more about Python is a goal I have set myself to achieve this year, and I will keep you updated on my progress.

I've also had a short break from public speaking, due to a number of commitments, however I am planning on speaking at some future events and looking to organise more events, both at SIGiST and beyond.

As well as being involved with SIGiST, I have also been attending different networking events around software testing, as well as attending BCS events and conferences. I am continuing to attend conferences around the Early Careers Initiative group, a new BCS group which includes modern apprentices, university graduates within their first few years after finishing university and professionals changing careers at some point in their lives. I look forward to helping to include these professionals within the SIGiST community, and see how they can help bridge the different specialist groups like SIGiST with the BCS Student Chapters as an example.

Enjoy this edition of the Tester magazine and if you have any ideas for article suggestions or submissions, event ideas, software testing questions you would like answering, books you have written and like to be reviewed, please contact one of the SIGiST committee members or myself.

Enjoy Issue 68, and if there is anything you would like to see in a future issue of the Tester, please shout!

"Using Artificial Intelligence" webinar – Testimonial

SIGiST hosted their webinar "Using Artificial Intelligence" on the 12th of January, which included talks by Adam Leon Smith and Dr Larissa Suzuki, and have received a fantastic testimonial written by James Thomas. James has also included a wonderful diagram, included in the tribute, which summarised the event:
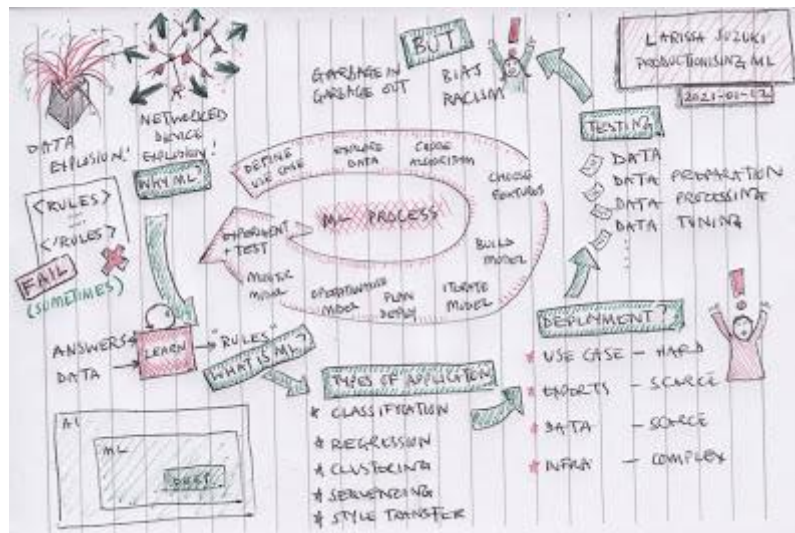
"Last night I attended Using Artificial Intelligence, a webinar hosted by BCS SIGIST, the Special Interest Group in Software Testing of The Chartered Institute for IT. In different ways, the two presentations were both concerned with practical applications of AI technology.

The first speaker, Larissa Suzuki, gave a broad but shallow overview of machine learning systems in production. She started by making the case for ML, notably pointing out that it's not suited for all types of application, before running through barriers to deployment of hardened real-world systems.

Testing was covered a little, with emphasis on testing the incoming data at ingestion, and again after each stage of processing, and then again in the context of the models that are built, and then again when the system is live.

To finish, Larissa described an emerging common pipeline for getting from idea to usable system which highlighted how much pure software engineering there needs to be around the box of AI tricks.

In the second half, Adam Leon Smith walked us through three demonstrations of artificial intelligence tooling with potential application for testing.

He showed us Evosuite (video, code), a library that, unsupervised, creates unit tests that cover a codebase. There's no guarantee that these are tests that a human would have made, and Adam noted a bias towards negative cases, but in some sense this tool captures a behavioural snapshot of the code which could be used to identify later changes.

In the next demo (video, code) Adam trained a model on images of magnifying glasses and used it to identify the search icon at Amazon's home page, an approach that might be used to check for the presence of expected icon types without requiring a fixed gold standard. Finally, he showed how synthetic test data could be generated by AI systems, using thispersondoesnotexist.com which creates photorealistic images of non-existent people as an example."

The initial testimonial, written by James Thomas can be found at the following link: https://qahiccupps.blogspot.com/2021/01/practical-ai.html

Conference Agenda

Bug Bash

Are you just starting in testing or planning to try it out? Join us for a Bug Bash on 22nd of April for a 2 hour testing session and see if you can win a prize.

A Bug Bash is like a hackathon, but for testers. No prior experience is required, and no tools need to be installed beforehand.

Time	Session
17:00	Start
17:00	*Welcome – Adam Leon Smith, Chair, SIGiST*
17:00	*Introductions*
17:15	Ronald Cummings-John from Global App Testing introducing Bug Bash
17:30	Bug Bash starts
18:30	Paul Michael Grossman from Tester.io talking about testing strategies
18:45	Bug Bash Continues
17:50	Bug Bash stops + Awards
20:00	*End*

The SIGiST committee reserve the right to amend the programme if circumstances deem it necessary.

COVID-19
Due to the current COVID-19 situation we are responding by looking to make our events online for the foreseeable future, the benefits include: a wider range of speakers, the events being non-London centric, more accessible and will increase inclusion in the testing community.

Presentation Abstracts and Speaker Biographies

Keynote One

Ronald Cummings-John

Ronald Cummings-John has spent years building companies and writing software. After selling his first startup, he's now scaling up Global App Testing - a VC backed, crowdsourced testing platform with over 50,000 professional testers globally, selected as one of the fastest-growing tech companies in the UK.

Ronald is the author of the definitive, best-selling book on testing, Leading Quality: How Great Leaders Deliver High-Quality Software and Accelerate Growth.
His passion for quality assurance has taken him around the world, working with the top QA and product teams from companies such as Etsy, Microsoft, King, Spotify, eBay and more.

Ronald's past speaking experiences include the National Software Testing Conference, a huge event for the testing and QA community as well as Online Testconf, where he shared how the most successful tech companies deliver high-quality software and accelerate growth.

Keynote Two

Paul Grossman

Paul Grossman has been a Software Developer Engineer in Test Architect for 20 years. His test automation tool experience spans Selenium, testRigor, MicroFocus UFT, Cypress and TestProject.io. He designs frameworks for ease of use, accuracy, scalability, and low maintenance in multiple languages.

He developed the Magic Object Model for dynamic element locators to significantly reduce maintenance in the Page Object Model and Object Repository. Paul has spoken at various podcasts and conferences including Vivit Worldwide in December 2019 , the 2020 Vivit Virtual Community Days Conference and Joe Colantonio's TestGuild.

You can see his tips and tricks in test automation at YouTube.com/PaulGrossmanTheDarkArtsWizard and he can also be found on Twitter as the @DarkArtsWizard.

Conference Agenda

Women in QA: Celebrating International Girl's in ICT Day

Joint event between BCS SIGiST & BCS Women

Are you considering a move into QA but don't know where to begin?
Have you decided you want to move into testing from another industry?

In celebration of International Girl's in ICT Day, join BCS SIGiST on Friday 23rd April at 5 PM as we hear from tech professionals sharing their own career stories and giving advice on how you can successfully navigate your own journey.

Time	Session
17:00	Start
17:00	***Introductions***
17:05	***Career Journeys***
17:05	Marie Drake, Quality Engineering Manager, Zoopla
17:20	Tania Mahmood, Graduate Engineer, Aveva
17:35	***Career Advice***
17:35	Nicola Martin, Head of Quality, Adarga
17:50	Questions and Answers
18:00	***End***

The SIGiST committee reserve the right to amend the programme if circumstances deem it necessary.
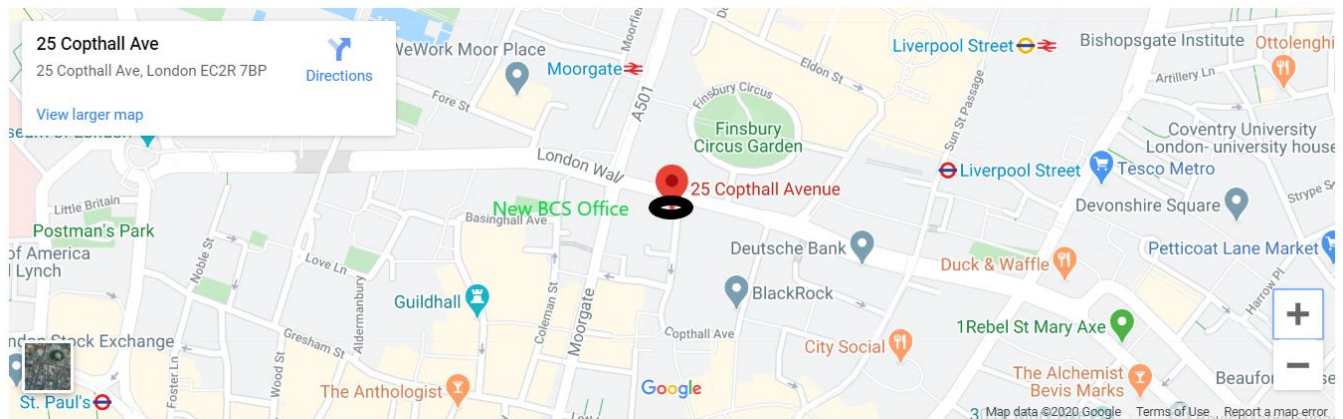
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BCS London Venue

When the pandemic is controlled/over, some events will be held at the new BCS London office.
The location is below.

London Office Guide

Address

BCS, The Chartered Institute for IT
Ground Floor
25 Copthall Avenue
London
EC2R 7BP

Online events

We are responding by looking to make our events online for the foreseeable future, as a result of the coronavirus pandemic. The benefits of which include: a wider range of speakers, the events being non-London centric, more accessible and will increase inclusion in the testing community. It will also provide new and upcoming speakers with the opportunity to deliver a talk, some of which may not have the opportunity to do so. If you are interested in delivering a talk/ workshop/ etc online, simply contact one of the committee members or email the Editor at andrew.shaw@bcs.org

Presentation Abstracts and Speaker Biographies

Keynote One

Marie Drake, Quality Engineering Manager, Zoopla

Currently a Quality Engineering Manager at Zoopla, Marie is a software tester with 7+ years of experience focusing on test automation, leadership and mentoring team members with the goal that quality is everyone's responsibility. She is also a tech blogger at mariedrake.com, an accessibility advocate, a Cypress Ambassador and co-organiser of the Cypress UK Community meetup group and an online instructor at Ministry of Testing and Test Automation University.

Keynote Two

Tania Mahmood, Graduate Engineer, Aveva
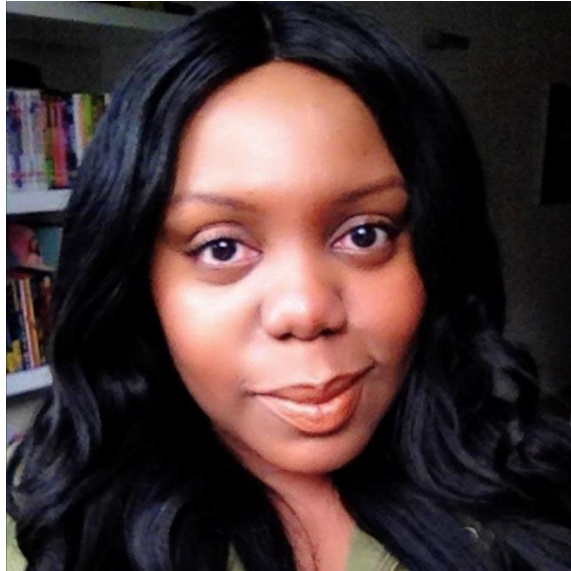

Tania is a Graduate Engineer at Aveva.

After earning a BEng (Hons) Mechanical Engineering degree, she undertook a two-year technical graduate scheme at AVEVA. Since completing the graduate scheme (January 2021), she has accepted a full-time role as a Junior Cloud DevOps Engineer at AVEVA.

Her proudest achievement to date is achieving an EngTech accreditation from the Institution of Mechanical Engineers, and winning a gold medal for a science project in the energy category by defeating participants from 69 countries.

Tania is very passionate about STEM and loves supporting the next generation wherever she can, to enthuse them towards a STEM career.

Keynote Three

Nicola Martin MBCS, Head of Quality, Adarga

Nicola is currently working in the AI and Data Science field as Head of Quality at Adarga. Nicola has many years of experience focusing on quality for high profile tech projects. She specialises in working with companies to build high-performance teams, create strategies, improve processes, and create high-quality deliverables for customers.

Nicola is passionate about increasing diversity and inclusion in software engineering. She mentors and coaches professionals wanting to change careers and others wishing to develop their career.

She is a committee team member for BCSWomen and the Special Interest Group in Software Testing (SIGiST) and mentors for the BCS and The Association For Black & Minority Ethnic Engineers (AFBE-UK).

UNICOM SEMINAR: AGILE, DEVOPS & TESTING: THE BUSINESS CASE

UNICOM is organising **Agile, DevOps & Testing: The Business Case** on **28-29 April 2021**, Online.

Conference focus:

Since the Agile Manifesto in 2001, almost every business sector has been "doing Agile" in some form or another. But now, with the uncertainty in the current work world, organisations have changed and investigated how to adopt and use new agile practices and have also examined the practices of others and seen the values that could be adapted to suit the business aspect.

In the last decade, DevOps practitioners, too have changed their focus from development and built their operational capabilities and become customer facing with emphasis on actual business value and revenue.

Testers have always been at the coal face of ensuring that "stuff works as it should". Is there anything different in the actual testing of new digital products, new interfaces with clients which must always provide the optimum user experience?

Agile, DevOps and Testing have shared environments that facilitate working together. Spurred by greater demand for excellence, these methods are more than simply adopting new tools and processes. They are working together to build transparent processes with an aim to meet the customers' expectations and generate revenue.

Event website: https://conference.unicom.co.uk/adt2021/april1/

The discount code to avail 15% discount on the tickets is: **BCS15**

There are 10 free complementary passes for the event, which can be accessed at the following link: https://conference.unicom.co.uk/adt2021/april1/complimentary-ticket-guest-pass-bcs/

For more information, please contact info@unicom.co.uk

TESTING EVENT: TESTING FESTIVAL 2021
12th to 14th May 2021

testing festival 2021

Join Testing Festival 2021 for three days, from the 12th to the 14th of May 2021, of inspirational thought-leadership, knowledge downloads, and connecting with other testers and QA practitioners.

Bringing thought-leaders and testing leaders together, Testing Festival is a networking and knowledge sharing event to serve the needs of testers and QA practitioners. It facilitates technical discussions, personal development talks and workshops to help individuals and teams become the high performers they aspire to be.

The successful delivery of great software is dependent upon collaboration across many disciplines. With this in mind, Testing Festival sets itself apart from other technology conferences by steering away from one specific technical discipline and instead focusing on collaboration between IT disciplines.

Headline Speakers:
- Paul Gerrard,
- Fiona Charles
- Dorothy Graham
- Wilson Mar
- Mike Jarred
- Eran Kinsbruner
- Michael Anderson.

More details about the Testing Festival 2021 can be found at the following links:

- LinkedIn - http://bit.ly/TestingFestival
- Website - https://www.TestingFestival.com/

Non SIGiST Testing Events:

A list of events which SIGiST committee members are speaking at in future events

Many of the SISiST Committee members also speak at other Testing and networking events outside of SIGiST, so here is a list of the events some of the different committee members will be delivering talks, webinars or online workshops at in the near future:

Nicola Martin – Inclusion Officer:

Event Date	Event	Event Link
28th to 29th April 2021	**Agile, DevOps and Testing: The Business Case**	https://conference.unicom.co.uk/adt2021/april1/
Talk: How to navigate a career in QA		
4th June 2021	**QA Talks – UK and Europe Edition**	https://www.tech-talks.info/global-summit
Talk: How to navigate a career in QA		

Mike Harris – Co-Programme Chair:

Event Date	Event	Event Link
4th June 2021	**QA Talks – UK and Europe Edition**	https://www.tech-talks.info/global-summit
Talk: Two Quality Frameworks from Deming That Help Testers		

Andy Shaw – Editor of the Tester:

Event Date	Event	Event Link
June/July 2021 – To Be Confirmed	**QA Beginners Club**	https://www.meetup.com/QA-Beginners-Club/
Talk: How I developed my career as a tester		

Andy Shaw is also planning to deliver some future talks and organise some events (once lockdown is over) about mental health, both within the BCS and other organisations. He is also planning to deliver talks to different universities about testing.

BCS SIGiST Test Survey 2021

Welcome to the BCS SIGiST Test Survey 2021.

The last year has seen incredible changes in the way that we work and in our industry. Remote working has had a huge impact on all of us and ensuring the quality of systems has never been more important. Teams are adapting, with even more focus on keeping up to date with changing technologies and tools and in how test teams deliver projects.

To that end, SIGiST wanted to conduct a survey to understand the current situation with our members in terms of roles and testing within their organisations.

We will do more of these in future, expanding questions as we try to understand more about our members, our industry trends and how we can better serve you and our community. A huge thank you to those of you who took part!

**First, which bracket would you say you fall under? What is your role?**
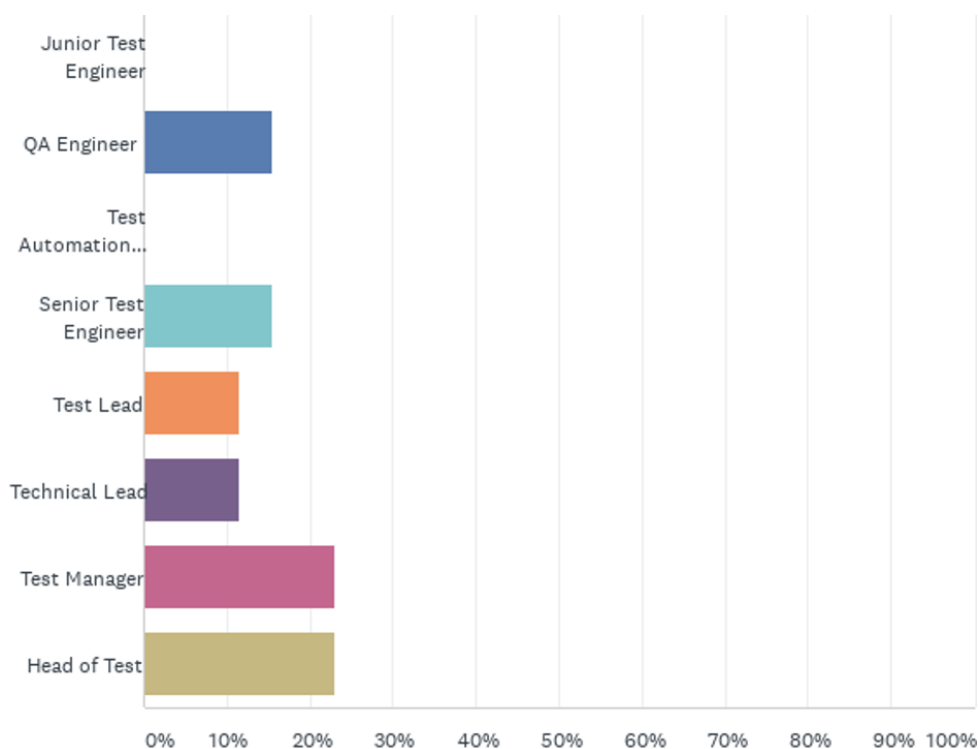
- A large number of respondents have identified as being in senior test roles.
- We had just over 10% of members identifying as Test or Technical Leads.
- None identified in more junior roles.

**How long have you been in your current role?**
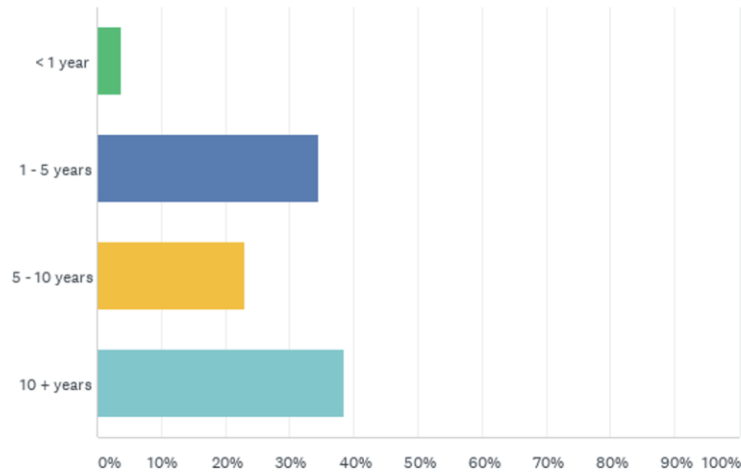
- Nearly 40% of respondents to Q2 have been in their current roles for over 10 years.
- This was followed closely by 35% in the 1–5-year range and just over 20% in the 5–10-year range.
- Under 5% had been in their current role for < 1 year.

**How long have you been in testing?**
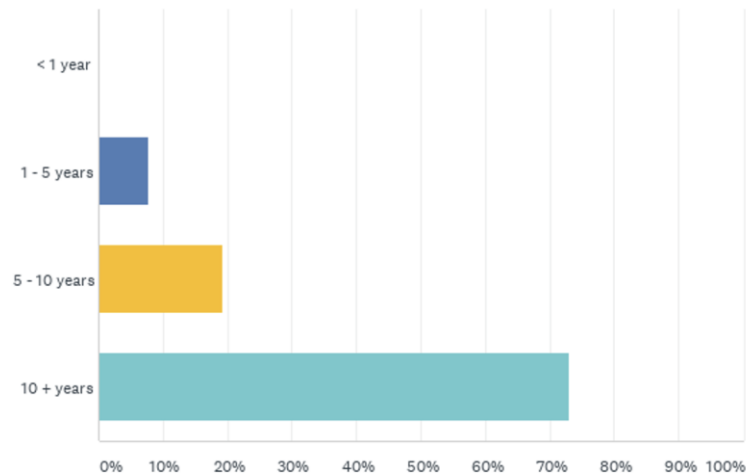
- 73% of respondents have 10 + years of experience in testing. This correlates with earlier responses about respondents being in senior test roles and shows that people are staying in the industry long term.

Do you have any formal test qualifications?
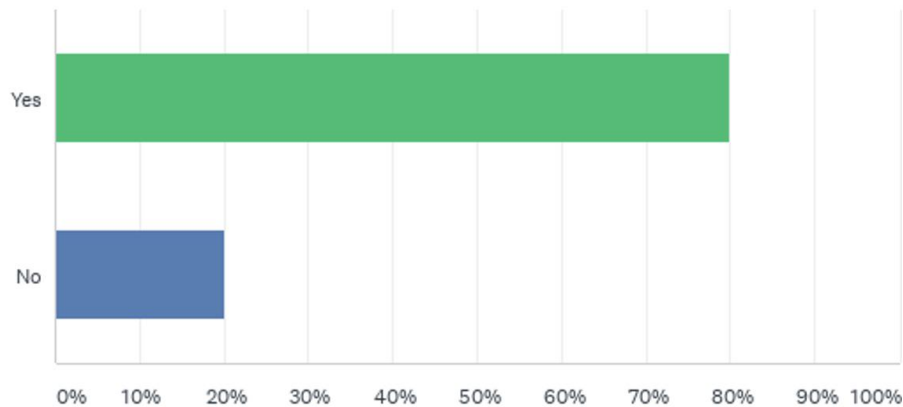
- It is not surprising to see that 80% of respondents have formal test qualifications. This is seen as a standard to gaining entry to working in QA roles and to continuing careers. As the market becomes more competitive, this is likely to put more emphasis on gaining certification.
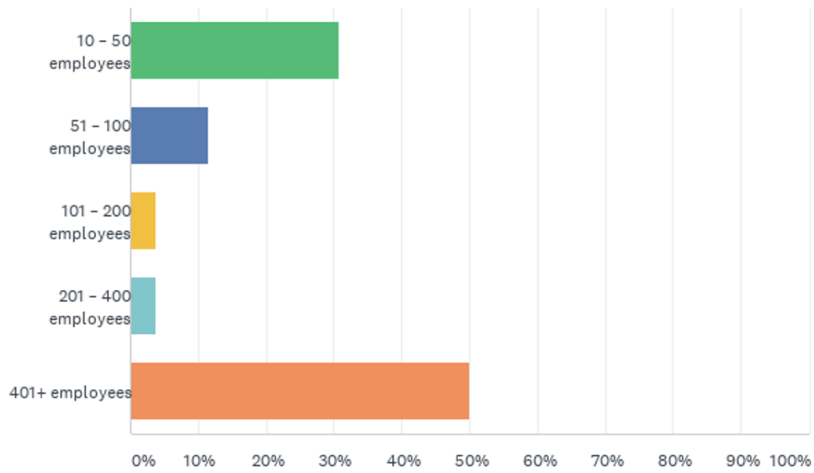
Do you consider yourself a technical tester?
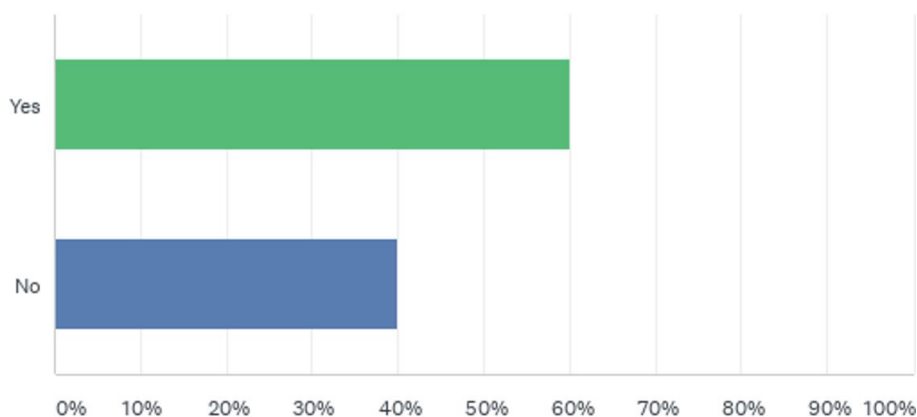
- We had 60% of respondents state that they consider themselves technical testers.
- 40% did not consider themselves as technical testers.

As companies move rapidly towards cross-functional teams and adopt agile, the emphasis is on automation to support these changes and get product to production faster. It will become even more important for testers to gain some level of technical skills to ensure they continue to be marketable.

How many employees are there in your organisation?

What Industry is your organisation in?

Are there any apprentices or university graduates within your testing team(s)?
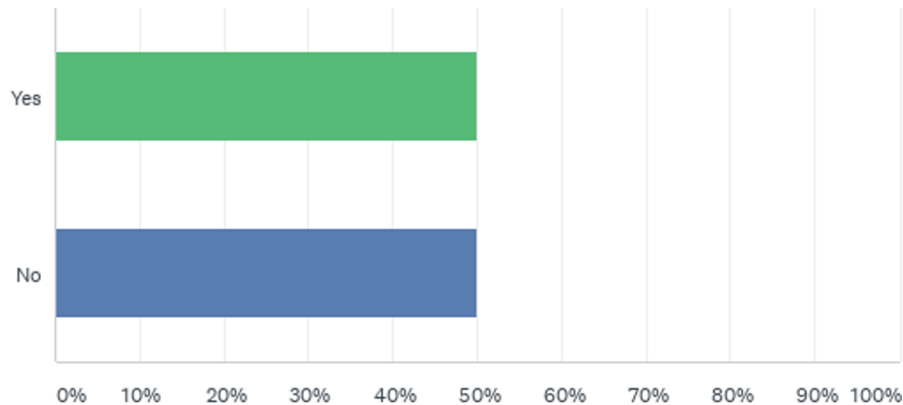
Companies are still including graduates within test teams as they continue to show their value. Half of respondents also said that apprentices are also used in their teams.

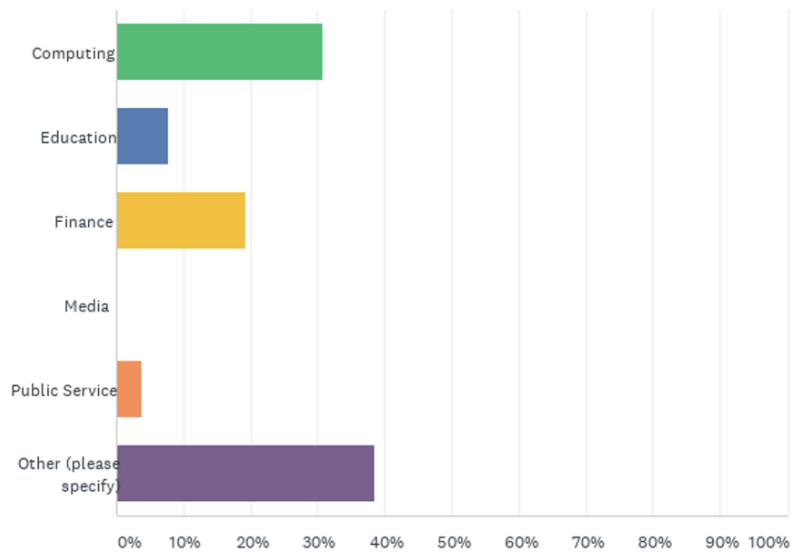**What applications are you testing?**
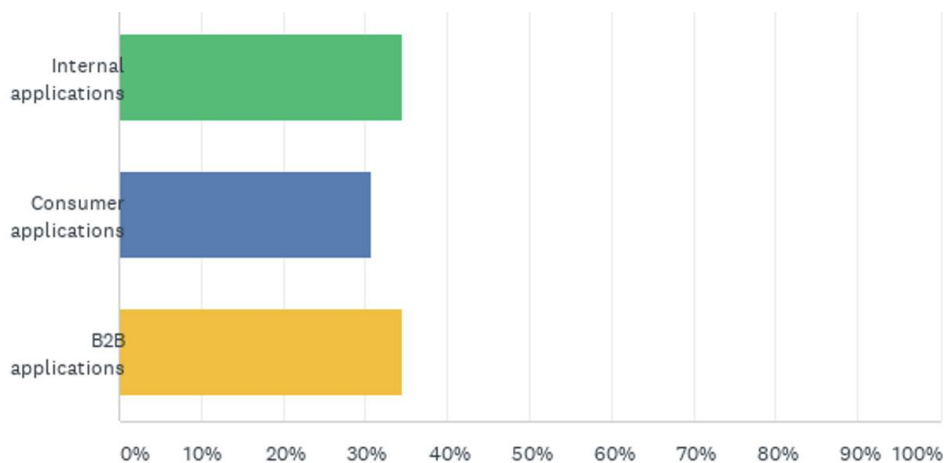
- We had 60% of respondents state that they consider themselves technical testers.
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As companies move rapidly towards cross-functional teams and more adopt agile, the emphasis is on automation to support these changes and get product to production faster. It will become even more important for testers to gain some level of technical skills to ensure they continue to be marketable.

Where are your colleagues?
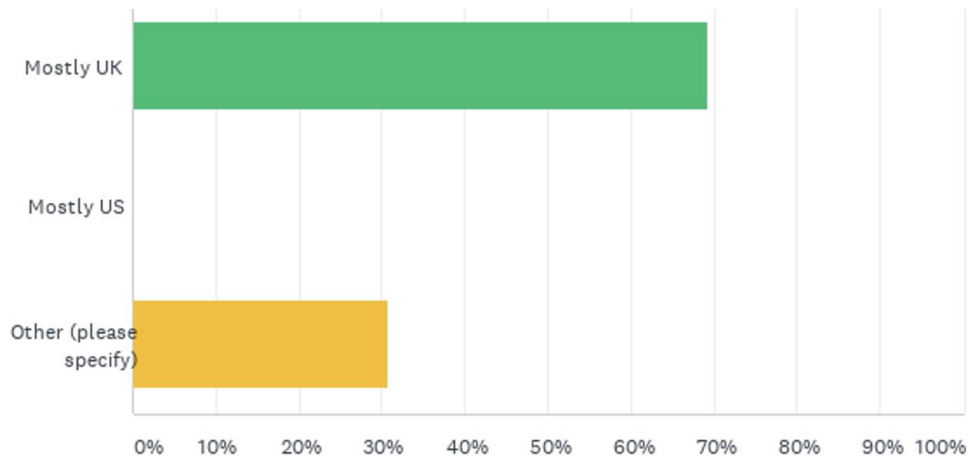
Does your QA function follow a manual or automated test strategy?
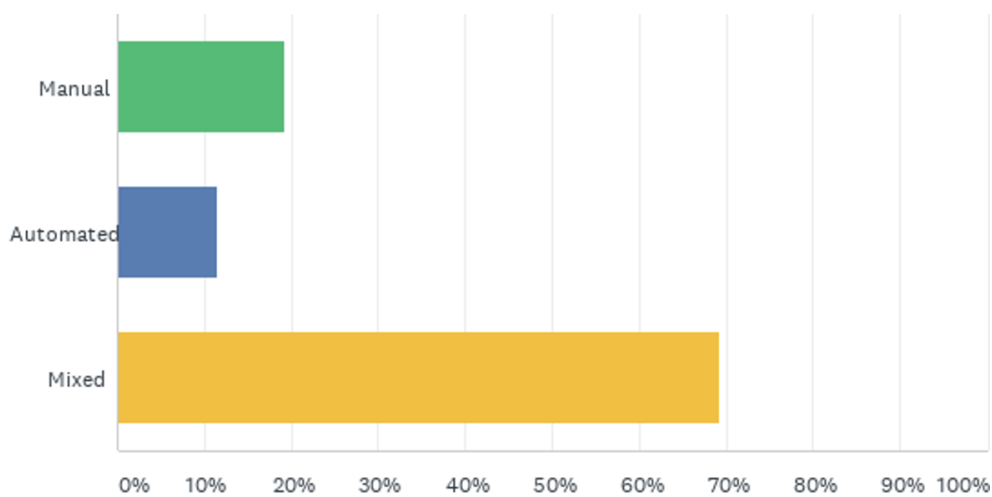
Interestingly, with automation growing in most organisations, the results tell us that many member teams are currently opting for a mix of both automated and manual testing to support their test strategy.

What types of automation do you or your team conduct?
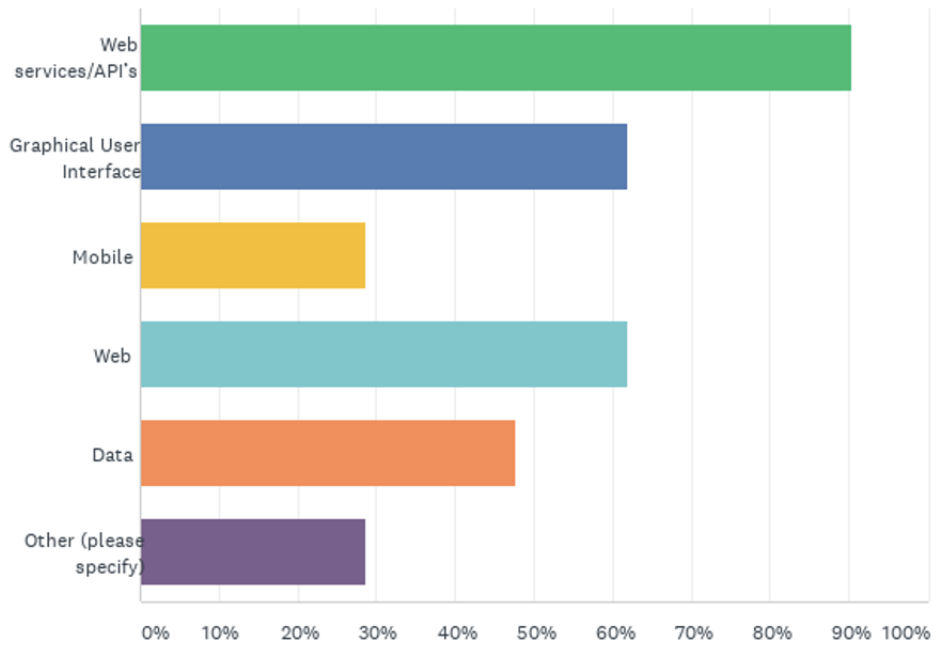
How does your automation run?
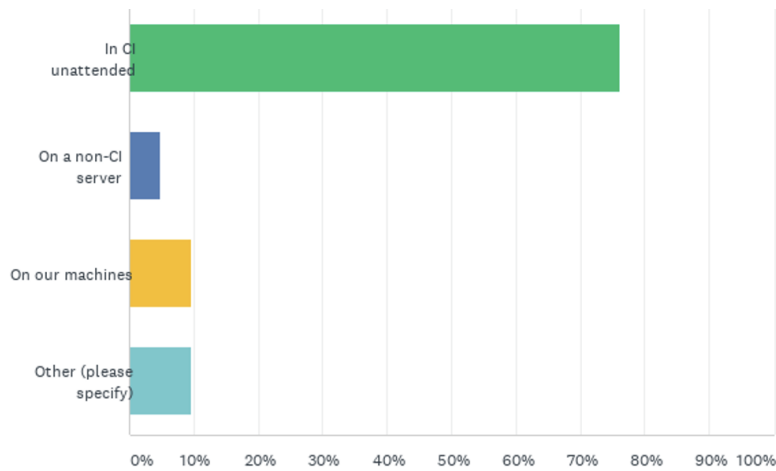
Do you use virtualisation technologies (e.g., Docker) to improve your testing processes?
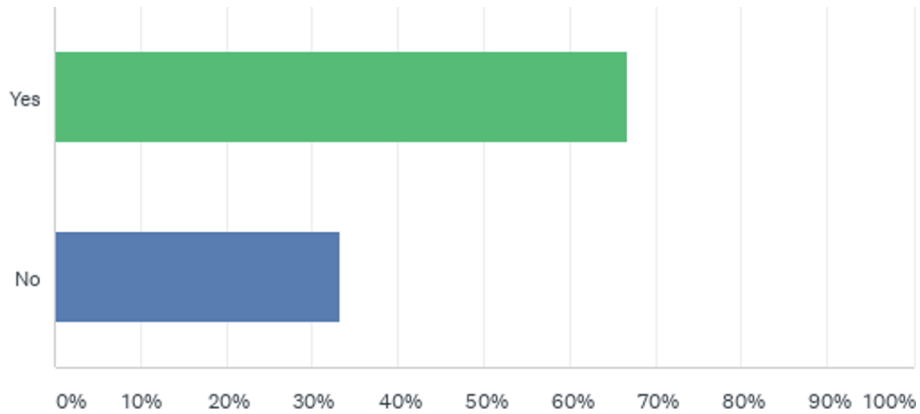
Does your organisation do non-functional testing? Pick from the following which apply.
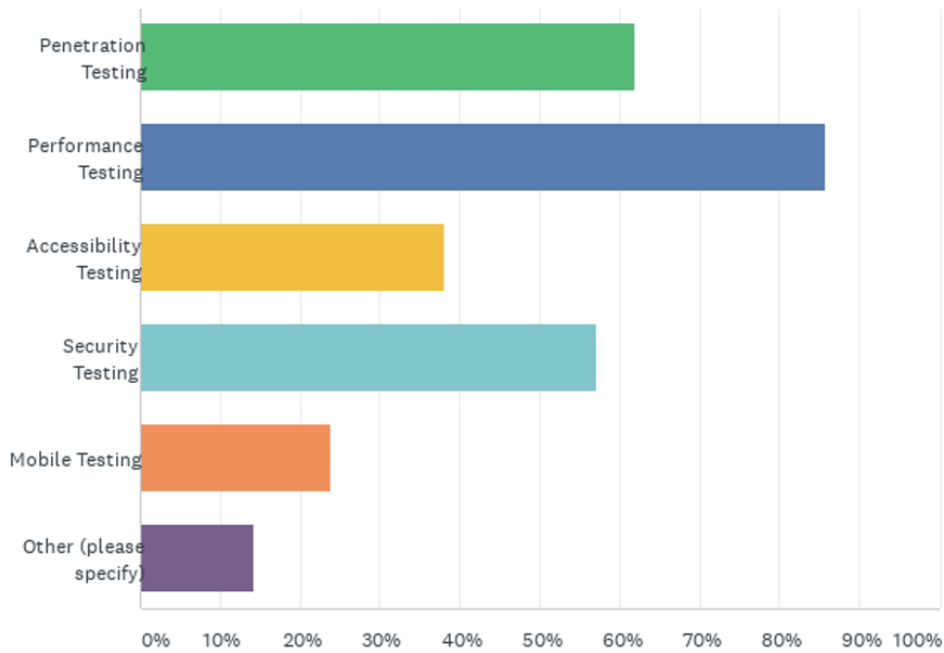
Does your organisation test AI software OR use AI software testing tools?
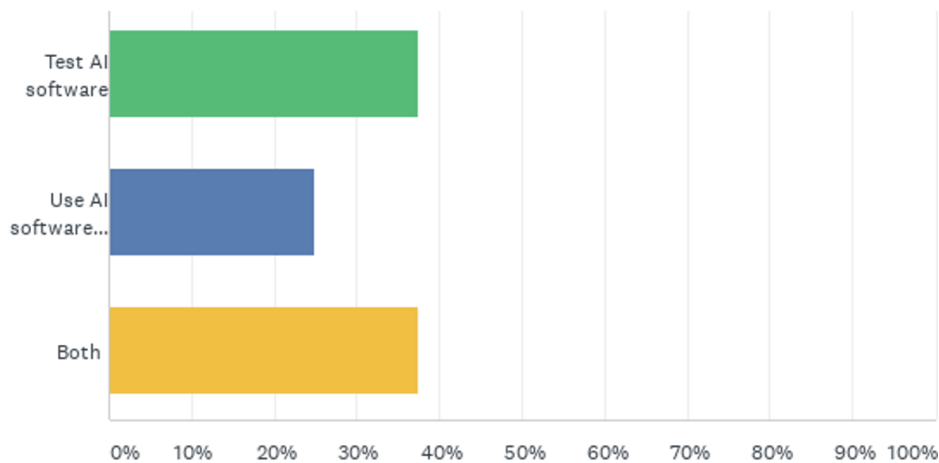
We asked this question due to the rise in teams testing and using AI software to test platforms. We have seen high attendance at events we have run in the past year related to AI and testing and will be including more questions in future surveys as this area grows.

Summary

As mentioned in the opening, organizations and ways of testing are changing rapidly.
Partly in response to the pandemic but also because of changes to strategies, approaches and processes around testing and teams.

So as we move forward, there will be a bigger emphasis on whole team's testing as opposed to just individual QA teams. Quality is the responsibility of everyone.

So in order to embrace those who are also becoming part of our test teams or taking up testing tasks, we need to make sure that our approaches are inclusive and also still aligned with achieving quality. As mentioned, there will also be focus on automation and technical skills.

There will also be more attention on AI testing. This will include standards and process, the types of platforms that we are testing and tools that we choose to do this.

BCS Mentoring Tool – A revamp

The BCS Careers Mentoring Network is another benefit of BCS membership, allowing BCS members from all levels in their careers to mentor, be mentored, or both, allowing them to share their knowledge, as well as learning from others who have developed their careers, helping them to further progress. Another benefit of the BCS Career Mentoring Network is that members can locate potential mentors, as well as mentees, who would be a good match for an individual developing their career.

The BCS have been updating the BCS Mentoring Tool, for the BCS Careers Mentoring Network area of the BCS website, and this tool is available for BCS members that they can access once they log onto the BCS website. The BCS Mentoring Tool was updated, with the Phase 1 stage being completed recently, as well as a UX review, to make the tool more user friendly for BCS members looking for a mentor, or a mentee, by finding one based on specific criteria, such as industry/sector, level, and experience.

The BCS Mentoring Tool also links with a BCS member's Personal Development Plan (PDP), by focusing on the mentees goals that are created in the Personal Development Plan, as well as setting new goals (agreed by the mentor and mentee) for the mentee which they can aim for as part of their career development.

Firstly, if a BCS member has accessed the BCS Careers Mentoring Network area, they will be asked to update their profile. The profile has been updated to make it easier for a member to update their details, including their email, biography and note any experience they have to date, which may be interesting for a mentee and indeed a mentor.

Once the BCS member has updated their profile, there are 2 tab options:
- As mentor
- As mentee

Which they can select and enter further information about the type of mentor/ mentee relationship they are interested in. **Please Note** that a BCS member can be both a mentor, as well as a mentee (by setting their profile status to available once they have updated their mentor/ mentee details).

BCS members can update their profile as and when they see fit. Once they are satisfied with the details they have entered for their profile, they can then search for potential mentors or mentees by clicking on the 'Find People' tab. They can search for potential mentors/ mentees based on specific criteria including:

- The sectors where they have industry experience
- Whether they are looking for a mentor/mentee
- Position Type
- Keywords
- Primary Skills
- Engagement (how they would like to communicate with their mentor/ mentee)

After a mentor accepts a mentee, or a mentee accepts a BCS member to be their mentor, both parties will receive an email, informing them the mentoring partnership which was established (where previously both mentor and mentee would have needed to log onto the BCS website to see if their request had been accepted by the other person). The initial message about the mentoring relationship can also be personalised by either the mentor or the mentee.

There is a second phase of development for the BCS Mentoring Tool, which will be revealed soon, which the Editor of the Tester, Andy Shaw, also participated in and provided feedback for the new developments that were taking place for the tool. These developments are helping to make the BCS Mentoring tool more user friendly and simpler to use.

A BCS Mentoring Toolkit, useful for both mentors and mentees, to provide advice about mentoring relationships, can be found at the following link: https://mybcs.bcs.org/media/2008/mentor-toolkit.pdf

A BCS Mentoring Tool Video has been created by the BCS, which gives step by step instructions on setting up a profile and searching for a mentor/ mentee, which can be found at the following link: https://www.youtube.com/watch?v=d_6_XiG5sM4

Mentoring and Development Stories: Sources of Inspiration

With the BCS updating the BCS Mentoring Tool, which is included as part of BCS membership, as well as the eagerly awaited next phase development of the BCS Mentoring Tool, SIGiST were interested in hearing stories about different experiences testing professionals experienced concerning mentoring stories, as well as coaching, and how they have benefitted from them, either as a mentor or a mentee.

SIGiST are planning a future webinar about mentoring, where different professionals give their experience on mentoring (whether being mentored, mentoring others, or both). This event will be confirmed in due course.

Other BCS branches, like the South Yorkshire BCS branch, are planning to organise another mentoring event in June 2021. This event will not though be specific to testing, however will including mentoring stories and experience within the Tech Industry.

On the next 4 pages of the tester, here are 2 inspiring stories about mentoring, coaching and personal development which has benefitted both mentors and mentees and show how powerful mentoring can be, and how great role models that others can aspire to be like can have a positive impact on a professional's personal development. They are:

- Mentoring Story – Sam White – Gear4music
- Teaching a Software Testing Bootcamp – Ady Stokes

Mentoring Story – Sam White – Gear4music

My career started in the Travel tech industry as an IT support person in back in 2005 on a measly 13k per year. The opportunity was good, I was exposed to databases, learned SQL, learned general IT troubleshooting skills as well as customer service skills. We had in house developers which wrote bespoke travel agency back office software, as well as other software, and I was involved with the entire life cycle of the back office product.

I didn't realise at the time, but all this was extremely valuable to my learning about software development.

The real joy of IT support is the customers; I met some great customers, and some pretty bad ones too - but this is what gave the role its variation and I really liked my work. From hearing a grateful voice for a simple password reset job, to dealing with very critical financial discrepancy jobs. The legacy back office software was riddled with bugs and in the early days, there was no form of QA whatsoever.

After some years (and some flapping with what I actually wanted to do as a career, at one point learning plastering as a trade for example!) I committed to IT support and after some more years, I was eventually running the support department within the same company, managing, at its peak, about 11 people as well as the back office system QA and deployment.

Fast forward to 2019 and I was ready for change. I had become very comfortable in my role within the business, and looking back now, maybe too comfortable. I knew all the corners of my work, I'd seen all the tickets to see, I'd could even predict which customers were going to raise a support ticket and when at certain times of the month it became that predicable.

One day, I worked through a lunch hour (as I did quite often anyway) but this time, I decided I was going to claim it as overtime. It was a semi-corporate environment where I worked and at times it could be quite toxic. Hideously, my 1 hour overtime request became an issue between myself and my manager. The whole environment had become hostile. I was only reluctantly granted the 1 hour overtime after a meeting with him and HR.

In the end I declined the overtime payment.

I had learned something much more valuable than the £18 or whatever my rate was; That my time was not worth anything to the business, or to my boss, and this is what ultimately gave me the spark to move on.

At the time I was very interested in two aspects of my role - BI development, data visualizing and QA testing, so I took to the job market focusing on these two areas.

In July 2019, after roughly 12 years in IT support, I landed a QA analyst role at Gear4music. It was one of those times where a lot changes came at once. I'd sold my car and decided my commute, come rain or shine, would be cycling in the city center office and I'd committed to learning a totally new role. I remember feeling extremely anxious about it all, but also very excited and ready for a new challenge.

My onboarding at Gear4music was fantastic, and they immediately showed me a few things; how aged my old workplaces tech stack was, how antiquated our communication was, and how on-boarding should be!

Even with my experience, I went from knowing everything about my job to what felt like nothing.

Since I joined, all the team members in Manchester office have given me some form of guidance, but specifically within QA, two key team members James Freas and Paul Farrell have both taught me a great deal, and very different angles of testing and QA. They continue to coach and mentor me to this day.

James Freas has taught me about how to put a QA cap on, what to consider and what not to consider, how to think QA. Usually asking leading questions, or guiding you to the crux of an issue through conversation, James is always on hand to assist or just put down his thoughts on any questions you have about the projects we are working on.

Paul Farrell, who when I joined Gear4music was a key speaker at Postcon, taught me about automation, Javascript, Postman and WebdriverIO - best practices, worst practices and using data to drive test areas. When Paul introduced me to Postman I would write tests, he would review them and feedback what was good and what was bad, how was it maintainable, how would other QA members understand my work.

Paul has upskilled me so much, I now do PR reviews for him before we merge changes into our master test suite.

I couldn't have made it in QA without the help of these two people and I owe them a great deal. I must also mention my other QA colleagues, Aimi and Craig, who have each given me different viewpoints and skills, such as test planning, that I can use to enhance my QA abilities. They're an extremely talented team, that is continuing to grow. We've had x3 new testers added to the team since I joined mid 2019.

Gear4music has given me a great deal, it's given me a lot of time for self improvement and a lot of opportunities within projects to further my own QA skillset. And I've been fortunate enough to give something back with my SQL knowledge, and upskilling the QA department with simple methods of finding or manipulating data.

19 months in to my QA career and things are bittersweet, I'm really enjoying my journey into the QA world, but many of my old colleagues have either been furloughed or laid off due to the pandemic. The travel industry I'm certain will bounce back, but if I'd have not made a career move back in 2019, I'm certain I would have burnt out or lost my job by now.

My key advice to anyone looking to get into QA or the testing world generally, would be to not be afraid of getting a junior position. A junior position means that there are more experienced QA members, looking to take someone in and upskill them and I've been amazed at what my QA colleagues have given to me - so be open to learning and learn from your colleagues, extract everything you can from them and absorb it!

Teaching a Software Testing Bootcamp

Three years ago I first met Crispin Read of The Coders Guild. Two years ago I started drafting the outline for a software testing apprenticeship to be run by the Coders Guild. Then the pandemic made us postpone work until late in 2020, Crispin proposed we use that foundation to create a Software Testing Bootcamp as part of the UK Governments retraining program for those affected by the pandemic and wanting to retrain. The focus was to ensure gender equality and more opportunities to diverse groups. The sessions would be remote and have no cost to those attending.

Taking the outline for the apprenticeship we used that foundation to create a bootcamp with a brilliant team of people, Beth Marshall, Suman Bala, Scott Kenyon and Bruch Hughes. All phenomenal testers in their own right. All people who have made fantastic contributions to the test community. I knew each would bring their own unique experience, style and knowledge to the table and it's been such a rich experience working alongside them all.

It was also important to me that the trainers reflected the diversity of the target audience. This allowed us to not only tell but show that people from a vast variety of backgrounds can have successful careers in tech. This allowed us to build a rapport with the learners early on, whether that was non-male, neurodiverse or from a non-technical or working class background. All the trainers being from West Yorkshire where the students were from also gave us an additional connection.

They each brought their own experiences and expertise to the mix adding value in many different ways. In short order we reviewed the schedule tailoring it to a bootcamp format. Divided the tasks of creating interactive slide decks and worked out a schedule of delivery for the two cohorts. One was based during the day and one in the evening to make them as accessible to people as possible.

All the trainers made themselves available to the students throughout the course, reviewing their course work, answering questions and offering as much help as possible. We had a very wide range of backgrounds on the course from those who had computer science degrees to people with no experience working in technology. This meant we had a very wide range of questions throughout. We also gave the students the opportunity to give us feedback on each session through a Jamboard. Each board asked; Any questions? What did you learn? What did you like? What could have been better? It was a format that allowed the students to be expressive and honest in an anonymous way.

This range of feedback allowed us to adjust as we went along and the main change from the comments was increasing the opportunities for the students to try the concepts we were teaching. Adding more interactive elements helped get quicker feedback and clarify any misunderstandings on the spot. For each session at the beginning we asked if there were any follow up questions from the last session. During the sessions we made it ok for the students to interrupt if they were lost so we could get them back on track straight away. We always checked in at the end of each section. My technique has always been to ask, 'does that make sense?' Each session ended with 'ask me anything' so the students could clarify any parts or coursework questions they had.

Each student had different needs from requiring more direction, extra coaching or pointing to additional resources to help them get more perspectives. It was a really interesting experience and I've learned so much along the way too. I've found that when teaching online I prefer

working with another trainer. Offering multiple perspectives and experiences I feel gives a richer view to the students.

Hearing some of the feedback from the students is just so uplifting and overall it has been a really rewarding experience. To hear people say they have learned so much or have grown in confidence makes me very proud. They are now their own community of support and with the support of the Coders Guild and the trainers the 2021 Graduates will no doubt go on to success.

Thank you to all the trainers, the West Yorkshire Combined Authority, the Coders Guild and of course the hard working graduates.

Author Bio
Ady Stokes
@A11y_Ady on Twitter. Passionate about accessibility, exploring and testing as part of the creation and development of software. I strongly believe in collaborative methods and using different thought techniques and people perspectives to look at things from many angles. Accessibility is about inclusion, not just disability.

In my career I've been a Director. Test, BI and Logistics Manager. Tester, Test Engineer, QA and Site Lead Tester and any other value adding role required at the time. I have also taught bootcamps and workshops, coached and mentored people throughout my career.

I have my own blog at The Big Test Theory.com sharing my thoughts, occasional poetry and my Periodic Table of Testing, a visual heuristic showing the breadth of the testing universe. I have been published in Testing Experience magazine and The Testing Planet. I have given presentations to Agile and Testing groups at meetups, special interest groups and conferences across the UK and Europe. I am very proud to be a founder member and organiser of the Ministry of Testing Leeds meetup.
@Ally_Ady | https://www.thebigtesttheory.com/ | https://www.linkedin.com/in/a11yadystokes/

References:
Crispin Read
Bruce Hughes
Suman Bala
Beth Marshall
Scott Kenyon
Coders Guild - Digital Skills Training

Testing Stories

Testing Stories is an ebook of stories written by testers about testing. Thirty testers have come together to write the book, and the process of creating the book was managed by Melissa Fisher. There are stories about many aspects of testing. There is a story by Lisa Crispin, who has spoken at SIGiST events, about the importance of building relationships, a story by Ady Stokes, who has an article in this edition of The Tester, about life as a tester and a story by Mike Harris, who is Co-Programme Chair of SIGiST, about his role as Test Lead in an agile transformation.

All proceeds from the book go to the mental health charity Open Sourcing Mental Illness: https://osmihelp.org/

Please buy a copy of the e-book to read great testing stories and support a great charity: https://leanpub.com/testing_stories

"Testing Times – The Voice of the Tester"

Now the Tester has a monthly email, informing both BCS SIGiST members and about events, calls for participation and submission of articles for future issues of the Tester. This email is an addition to the Tester and serves as a purpose to inform BCS SIGiST members of events which may not have been previously mentioned in the Tester, as well as any relevant and interesting information that may be of interest.

This email is called 'Testing Times – The Voice of the Tester' and is usually sent towards the last week of the calendar month. This is one of the developments implemented by SIGiST to continue communications with the BCS SIGiST members, the Tester readership and the public in addition to the Tester.

Please Note that if you are a BCS SIGiST member, you will automatically receive this email.

If you have any questions, please contact the Editor, Andy Shaw, at: andrew.shaw@bcs.org

Thank You!

Thank you for reading Issue 68 of the Tester so far, and everyone at SIGiST hopes you have really enjoyed this issue. SIGiST would be interested in hearing about what you would like to see in future issues of the Tester, as well as any ideas for webinars, talks, events that you may be interested in.

Despite the COVID-19 pandemic being a tricky time for many people, the opportunity for delivering webinars at a national, and sometimes international level, has been an opportunity that has been embraced. Since the COVID-19 pandemic, the webinars, talks and workshops delivered by SIGiST, as well as those which SIGiST have collaborated with, have been very successful and SIGiST would like to thank all the speakers, the committee and everyone who has attended these events and supported them in some way. It has made all the difference!

As well as the testathon, events and conferences mentioned in this issue there are more events being planned, the details of which will be available soon so watch this space! If you would also like to speak at a future SIGiST event, please speak to one of the SIGiST committee members or email the Editor on andrew.shaw@bcs.org

Thanks again for your support and enjoy the rest of this issue.

Write an article

We are always on the lookout for new content, so if you have a testing story you would like to share, a book you have written and planning to publish, a test technique you would like to evangelise or testing research you would like to publish, then The Tester is the place to do it. Simply email the Editor on andrew.shaw@bcs.org

Students/ Apprentices

As part of the recently revived SIGiST community, we would be very interested in hearing from university students and apprentices who are interested in software testing, from manual testing, to automation and penetration testing. Do you have an interesting story about how you are developing a career in the Tech Industry and software testing, do you have an article you have written which you would like to see published, do you have a question about software testing which you would like the SIGiST community to answer, then the Tester would be a great place to have this published and get your work recognised.

BCS Student Chapters are also welcome to publicise events that have taken place, or will be taking place in the future. Early Careers professionals, including professionals involved with the Early Careers Initiative run by the BCS, are also encouraged to submit articles, and get involved with the SIGiST community. Maybe you have had a penetration testing workshop, a university hackathon which has taken place, or are planning one.

Publication in a professional magazine like the Tester is great for your LinkedIn profile and adds to your CV and will help you during your career and at university, or on your apprenticeship and beyond.

Please email your articles, questions and ideas to the following email: andrew.shaw@bcs.org

Early Career Advocate – A Golden Opportunity

A new group within the BCS, the Early Careers Professionals group, replacing the now defunct Young Professionals Group has been formed, with the aims to help and support professionals within the early stages, or years, of their career, with relevant events, networking opportunities, mentoring and guidance. An Early Careers professional can be someone who is usually one of the following:

- Is new to the Tech Industry and has started developing a career
- Is graduating from, or has already graduated from a college, or university
- Is undertaking an apprenticeship, or has graduated from an apprenticeship
- Is developing a career in the Tech Industry, from transitioning from a different industry, or a different role within the Tech Industry

A new mandatory role for Specialist Groups and branches within the BCS has been created, which is the Early Careers Advocate role. There have been some workshops and webinars about how the Early Careers Advocates can work with the different BCS branches and Specialist Groups, as well as the different BCS Student Chapters and the other areas of the BCS.

SIGiST is looking for an Early Careers Avocate, who is ideally within the early stages of their career, to help develop SIGiST and ensure those professionals within the early stages of their career have opportunities to develop themselves. SIGiST will also support the Early Careers Advocate in their role, and by working with them to provide opportunities, webinars, workshops and talks to help them and other early careers professionals in their career development.

If you are interested becoming the Early Careers Advocate for SIGiST, please contact the Chair, at the following email: adam@wearedragonfly.com

Start-ups / Entrepreneurs, we want to hear from you!

As part of the recently revived SIGiST community, we would be very interested in hearing from start-up companies and entrepreneurs about anything testing related. If you have an approach you would like to mention, if you would like to speak at a future SIGiST event around the UK (including via a webinar), or publish an article in a future edition of the Tester, then the Tester is the place to publish your article, as well as to mention your talk/ event.

Please contact either one of the committee members on the SIGiST committee, or email andrew.shaw@bcs.org if you are interested in speaking at a future event, or writing an article for the Tester.

Interview with Ileana Herrera

Since the new SIGiST committee were formed back in February 2020, there have been many inspiring testers who have delivered talks at different SIGiST webinars, some being based worldwide. As well as interviewing some amazing different testers, SIGiST are also interested in seeing how different testers around the world have developed their careers, how their stories can inspire others and their views on how the testing community as a whole can develop.

The Editor, Andy Shaw, interviewed Ileana Herrera, a tester from Salta, Argentina, who has developed a career as a tester, after initially developing a career in retail. Since developing her career as a tester, Ileana has attended the TestBash 99 event in the Netherlands in 2019, and using the knowledge she learnt to develop her workplace, as well as the testing community in Argentina. Ileana is the organiser for the Ministry of Testing meetups in Salta, Argentina, which their events can be found at the following link: https://www.meetup.com/Ministry-of-Testing-Salta/ and has also spoken at a previous SIGiST events, "What does testing mean today?" in October 2020.

Thanks to Ileana for a fantastic interview. Enjoy!

What has inspired/ encouraged you to develop a career as a tester?

I wasn't actively looking for a job in IT, let alone testing because I was ignorant of the fact that QA existed. One day, I got offered a position as a manual QA tester by a friend due to my curiosity and level of English which was the main criteria the company used at the moment for that team.

When I had 1.5 years into working on testing, my former boss sent me a link to "The Club" in the Ministry of Testing where I was virtually surrounded by people with whom I shared my fears and doubts about testing techniques. The environment was so inviting and encouraging that I ended up actively participating in the testing community and at the same time seeing results on ideas I applied at work.

How has your career as a tester developed so far?

I've been working in IT for the past 7 years, where I started as a tester without a technical background, but with solid training and continuous learning I succeeded to meet the role's requirement. Afterwards, I was promoted to QA Lead and 2 years ago I was offered the Scrum Master role in parallel.

As a tester, and now a SCRUM Master and QA Lead, what has been the highlight of your career so far?

Definitely maturing the QA team inside of the company. We were able to set up a lot of processes and techniques that improved our performance and expertise. Our hiring process got much better and we were able to establish a training program for new hires that helped them become highly productive and efficient much faster.

Has anyone inspired you so far in your career? And if so who?

Yes, there are many people that inspired me. To name a few; Gitte Klingaard (Agile Coach) talks about working in safe environments, Jenny Bramble (Software Tester) talks about gamification and Michael Ruderman (Collaborative Leadership Teacher) gives classes on Collaborative Leadership, among many others.

What advice would you give someone, who is considering a career as a tester, either from a different career, or a school/college leaver?

Dedicate time to learning about the industry and get involved in a community that speaks to you. Continuous learning is a great habit to have to become a good tester with or without a technical background. This career is very dynamic and inclusive, there will always be a good sport for you to thrive.

How do you see yourself developing yourself even further? And what plans do you have for further developing yourself?

My plan for this year is to develop my public speaking. Therefore I want to share my knowledge in Testing conferences, I'd like to talk about building testing teams with people with no technical background. So, stay tuned.

You have attended international testing conferences, for example the TestBash Netherlands 2019 conference, which conferences have you enjoyed the most, and which have made the biggest impact on your career to date?

I only attended 2 on site conferences, TestBash Netherlands 2019 and Argentesting 2019. TestBash was definitely the one that had the most impact on my career. There I found out how the dynamics of the testing community worked and it encouraged me to keep on learning. Then in 2020 most conferences were available online, such as TestBashes, Agile Testing Days, ITMatters.

You are an organiser for the Salta Ministry of Testing Meetups in Argentina, how big is the testing community in Salta? And do you have plans to further develop the testing community there?

We have a bit over 30 members in the community in Salta. In order to make it grow we'll have some online meetups in June hopefully and also #TestersVirtualCoffe is coming back this year together with the Ministry of Testing Sfax.

What ideas do you feel, the testing community could undertake to develop diversity and inclusion in testing?

From my point of view, the testing community is getting more diverse and inclusive as time passes. Communities are including talks around these 2 subjects mixed with technical talks. So, please keep doing this.

Outside of software testing are there any interests you have? And do you have any goals you are pursuing?

Other than being a QA Lead, I have been working as a Scrum Master, a position I greatly enjoy and plan on exploring further in the future. Outside of work, I have been taking a Collaborative Leadership class which has been incredibly helpful for both my work and personal life, I am preparing that class to teach it myself in English and Spanish.

Ileana Herrera is a QA Team Leader and SCRUM Master at JBKnowledge in Salta, Argentina and is the organiser of the Ministry of Testing meetups in Salta, Argentina. Ileana has developed a training process where she works to develop new testers joining the organisation and is an exemplary tester, using what she has learnt to develop herself and her team, as well as the testing community as well. A proactive self-starter, Ileana is a great role model and her career so far is an inspiration for others.

Did you get your Personal Development Plan email with suggested potential CPD activities?

The BCS Personal Development Plan (PDP) uptake is going well, with thousands of registered users already actively recording their CPD Development Goals, Activities and preferences. It's not just about recording details though, as there is a Resources section that shows live feeds of potential CPD activities, and a tailored email is sent every 2 months with details of the latest videos, articles, blogs, books and research in your specified field of interest. If you haven't registered yet, you can see the content from the latest PDP bulletin for topics relating to solution development and implementation by going to the CPD Portal at: https://pdp.bcs.org/.

The BCS Personal Development Plan is free to use; BCS members can use their Member Secure Area login and password to access it at https://pdp.bcs.org/, and non-members can use most of the facilities (using the same link) and registering to create their own user name and password. You can use it on a PC / laptop or compatible tablet PC or smartphone.

Specialist Group in Software Testing

THE TESTER

Welcome!
Great to see you again!

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IN THIS ISSUE

From the Editor

Welcome to *The Tester,* the official magazine of *SIGiST*. SIGiST is continuing to grow from strength to strength, delivering more successful webinars, in 2021 and beyond! Watch this space for future events currently being planned!

In *The Tester* review the abstracts for our events this autumn, read about BCS Women in the Computer Weekly Most Influential Women List. There are also vacancies for examiners and moderators, for higher level education qualification portfolio on page 21, an article about the new BCS Jobs Board on pages 23, and details about the Testing Stories ebook on page 27 which the proceeds go to the mental health charity Open Sourcing Mental Ilness.

There is also a list of future non-SIGiST events which SIGiST Committee members will be speaking at on page 18, as well as a calls for an Early Careers Advocate to join the SIGiST committee on page 31, and call for professionals to get involved with the potential BCS Neurodiversity group.

Andy Shaw
The Tester Editor
andrew.shaw@bcs.org

Join us on social media:

Join our Linked-In Group:

LinkedIn/BCS SIGiST

Follow us @SIGiST

Facebook: BCS SIGiST

Book online for our September 28th 2021 event:

https://www.bcs.org/events/2021/september/webinar-mentors-how-to-find-one-and-how-to-be-one/

Book online for our October 12th 2021 event:
https://www.bcs.org/events/2021/october/webinar-testing-stories/

SIGiST, we have some great events in store for you!

Since the current SIGiST committee were formed last year at the SIGiST AGM in February 2020, they have organised some really successful events throughout 2020, for the SIGiST community online, due to the COVID-19 pandemic, and have already delivered some outstanding events in 2021, with plans for some more amazing events throughout 2021 and beyond. While this has been an uncertain and unusual time, the SIGiST committee identified the opportunity to deliver our events via webinars to reach out to both the SIGiST and the software testing communities, some of which may not have been able to attend event in person otherwise.

The first event ran on the 31st of March, where 3 fantastic speakers delivered their talks. The video of the event can be viewed on YouTube, on the BCS Member Channel, at the following link: https://www.youtube.com/watch?v=Gghac3lUW1w&feature=youtu.be

Different subsequent events took place afterwards, including the following webinars where the following videos can be viewed:

Webinar	Date	YouTube link
Testing Contact Tracing	29th May 2020	https://www.youtube.com/watch?v=-u1mualoVoQ
QA Teams during and Post Covid	17th September 2020	https://www.youtube.com/watch?v=lV7llnm4SYk
What Testing Means Today	20th October 2020	https://www.youtube.com/watch?v=qoWQ1C1ry5s
SIGiST Apprenticeship event	3rd November 2020	https://www.youtube.com/watch?v=1RH2MX4Z9bw
ISTQB and cracking software testing interviews	5th November 2020	https://www.youtube.com/watch?v=5gQ1nCq7jlA
SIGiST Bug Bash	22nd April 2021	https://www.youtube.com/watch?v=_bG7BVhjCLg
Women in QA – Celebrating International Girl's in ICT Day	23rd April 2021	https://www.youtube.com/watch?v=iJPtlqzwZQQ

SIGiST have also been running events alongside different BCS branches, as well as BCS Specialist Groups like BCS Women, and other testing organisations like AST (Association of Software Testing), where a workshop was run between SIGiST and AST about why the public should care about software testing. The report from this event can be found in Issue 67 (a previous issue) of the Tester.

SIGiST was a professional sponsor for a four-day event, run by UNICOM, which started on the 1st of December and ended on the 4th of December, having a great line up of speakers helping to make the event a success.

There are some fantastic events lined up for September and beyond:

- A webinar 'Mentors – how to find one and how to be one' takes place on the 28th of September. More details about the event can be found on page 10, with the presentation abstracts and speaker biographies on pages 11 to 13.
- A webinar 'Testing Stories' Testathon, taking place on the 12th of October. More details about the event can be found on page 14, with the presentation abstracts and speaker biographies on pages 15 to 16.

SIGiST continues to put additional focus on inclusion, encouraging people from all backgrounds to consider software testing as a possible career path, and running amazing events so BCS members, the SIGiST and software testing communities, and the public can learn about the latest developments in testing.

SIGiST welcomes any ideas for events, workshops and articles relating to software testing and interesting contributions that anyone may have.

Welcome notes, Issue 69!

Greetings everyone, and welcome to Issue 69 of the Tester, it's been a little while since the last issue, however we have some fantastic events in store and some interesting articles included in this issue for you, as well as an interview with a fantastic tester named Joy Aguguo, who not only has developed a successful career as a tester, but written some books, both fiction and non-fiction, which helps inspire me to focus on my goals of writing novels as well as some non-fiction literature. Although the lockdown restrictions are easing, my BCS branches are still being careful and continuing to host many events online, and face to face events will be planned in the future however the safety of BCS members, as well as non BCS Members is the highest priority. That said, I am looking forward to seeing many of you at a face to face event (when possible), and not just online.

I have spoken at a few events since the last issue, including:

- An event about mentoring which I delivered for the South Yorkshire BCS branch back in June
- An event for new BCS committee members, which I delivered a talk about my experiences in getting involved with BCS branch and specialist group activities, to help inspire them.

I am planning some more events in the autumn of 2021, as well as in 2022, including workshops on testing, talks about career development, mental health and more, so watch this space!

I have been involved with testing the new BCS Jobs Board, which I have written about on page 23. I have continued to learn and develop my knowledge and experience of the programming language Python and developing my coding skills, which has included writing some text based games.

As well as being involved with SIGiST, I have also been attending different networking events around software testing, as well as attending BCS events and conferences. I am looking to learn and get involved with, as well as encouraging people from neurodiverse backgrounds to get involved with the BCS and develop careers in the Tech Industry. I am also looking to help the Early Careers Initiative group bridge the gaps between experienced professionals within the different BCS branches and specialist groups with the BCS Student Chapters, as well as how to promote testing careers to people at universities.

Enjoy this edition of the Tester magazine and if you have any ideas for article suggestions or submissions, event ideas, software testing questions you would like answering, books you have written and like to be reviewed, please contact one of the SIGiST committee members or myself. I am also interested in hearing your thoughts about how the Tester can be improved.

Enjoy Issue 69, and if there is anything you would like to see in a future issue of the Tester, please shout!

A hidden career – Why testing is a great career that you didn't know about

At college and university, I learnt a lot about the principles of software development, as well as the software development life cycle, and had initially envisaged a career as a software developer where I would be working on different projects that would change the lives of others. The college courses and university degree I undertook mentioned testing briefly, however they never went into detail as to how testing should be undertaken in a project, or how important testing actually is to deliver a quality product to benefit its users. I have also heard from lecturers and students I have interacted with previously that little to no information is covered in the university degrees, although some of the Computing degree courses at universities such as the Open University touch on this subject.

There were certainly no modules about testing as part of the degree, and I had no idea of the unlimited possibilities that testing as a career path would benefit me and enrich my life, until later in my working life. In fact, when I initially joined a graduate scheme I was even told that testing was not as technical, interesting or rewarding as a software development, project management, infrastructure analyst or a support role would be, so I continued to focus on a career as a software developer, not knowing that testing would be the career that helped me to flourish and be a that career I love.

Insurance

Finance Industry

Management

Graduate Scheme

Software Support — My Career Opportunities I Considered — Systems Analyst

Software Development

Project Management

Infrastructure Analyst

No consideration about Testing

The careers fairs, the different company talks I attended whilst at university and beyond, when searching for my first role, mentioned all the possibilities of software development, business analysis, project management, project support, as well as other technical or non-technical roles (including insurance, management and finance graduate schemes, teaching secondary schools, as well as an opportunity to take a Masters degree in business and finance), that could have been a possibility, however there was never a mention about testing.

I have found testing a rewarding and enriching career, where I have developed many technical skills, key skills, as well as knowledge of the industries that I have worked in, which helps to solve many testing challenges I am faced with. I also love that testing allows professionals to be creative in testing different software and web based systems, as well as allow professionals to explore different opportunities in which they can develop their career (for example, focus on automation testing, security testing, load testing, as well as testers who consider themselves as all-round testers).

During my career, I have worked alongside, as well as met at networking events, some outstanding testers from those who have gained first degrees and/or masters degrees, as well as some who have achieved doctorates in many fields outside of IT, including Geology, Geophysics, Electronics, Marketing, Nursing and Chemistry, as well as people who have developed careers in testing from different career backgrounds (some of which have not attended university), including professionals in a social care background.

This shows that anyone, regardless of their background can develop a successful career as a tester and the testing community need to promote testing to people from all walks of life. Steps to help achieve this include delivering talks, workshops and webinars at different universities, colleges, and schools to encourage students to consider testing as a possible career option and show the benefits a testing career can bring, including testing in software development and programming modules at college and university to show how and why testing is essential in the software development lifecycle.

There are also modern apprenticeships available from different training providers and/or educational institutions, like colleges or universities, focusing on a career in testing, which will help professionals develop a career as a tester. To be considered for an apprenticeship, professionals must be:

- Aged 16 and over
- Not in Full Time education
- Live in England/UK

Apprenticeships are also a good way to develop a career as a tester because they allow the professional time to undertake training and a qualification as part of the apprenticeship, as well as learning valuable skills on the job. There are also very good reasons for undertaking an apprenticeship because at least 20% of the working time will be spent studying, whilst gaining hands on experience as a tester. Testers undertaking a modern apprenticeship also receive holiday leave, get paid and gain an opportunity to study for further qualifications after completing the apprenticeship.

Professionals undertaking an apprenticeship not only benefit from them, because employers can also grow from hiring apprentices, since there are advantages of taking on apprentices to develop their organisation, which include:

- Upskilling existing employees, as well as bringing in a new employee from a school leaver to a university graduate.
- The apprenticeships can be tailored to suit the individual as well as the organisation
- The government can also provide funding for apprentices, helping employers identify and retain a good workforce.

Apprenticeships offered through the BCS also have benefits, they organisations can partner with them, and professionals can also gain RITech certification once they complete their apprenticeships, as well BCS Associate (AMBCS) membership. The training for an apprenticeship can also be tailored about a company's requirements, and apprentices has a discounted access to the Pluralsight learning portal to further develop their skills.

Software testing is an excellent career path because it contains many areas, for example:

- Automated testing
- Mobile testing
- Load testing
- Security and penetration testing
- Accessibility testing

and professionals can formulate and shape a career path they wish and continually learn and develop. They can also develop skills including coding, cyber security and further knowledge of the industries they work in (for example insurance, geological, finance and banking), benefitting them as well as the companies/ organisations they work for.

There are some excellent resources online which can help any professional consider a career as a tester, including:

- The BCS Specialist Interest Group in Software Testing, their networking events, workshops and webinars, as well as videos following webinars on how testers can develop their skills.
- QA Beginners Club, which have some excellent online (and face to face when possible to do so) networking events and talks to help those starting out as testers, as well as those who are considering a career in testing, to learn and develop testing skills and knowledge: https://www.meetup.com/QA-Beginners-Club/
- The Ministry of Testing, hosting networking events globally, and have a variety of resources to help testers from all levels develop their careers: https://www.ministryoftesting.com/
- Some fantastic online courses which cover software testing, on learning portals like Pluralsight, CodeWith and Udemy.
- Participating in testathons, to develop their testing and bug finding skills.

What we can all do

We as a testing community can help encourage graduates, as well as university, college and school leavers to consider testing as a rewarding, inspiring and fantastic career they may be interested in, by delivering talks and workshops at different universities, as well as schools and colleges, to show how important testing is, and why it is a fun and rewarding career that anyone can develop regardless of their background or degree.

Another suggestion for universities could be to include a module about testing, its role in AGILE methodologies and provide students (where possible) with practical experience of testing a software or web application to help inspire them to consider a career as a software tester. Networking events like those delivered by the British Computer Society, Raspberry Jams (where Raspberry Pi enthusiasts can meet, learn how to create things using a Raspberry Pi as well as coding, Coding events can also include fun ways on how to test specific software, as well as a project that has been developed.

I have delivered talks to universities around the UK, including those in Scotland and Wales about software testing and why it is important. I have also delivered a talk about how testing fits into the AGILE framework at Sheffield Hallam University where I studied years ago, as well as the different types of testing (including manual testing, automated testing and exploratory testing) that ideally should be included in an AGILE sprint like SCRUM, and the benefits that testing systems (software, web and mobile based) bring to an organisation.
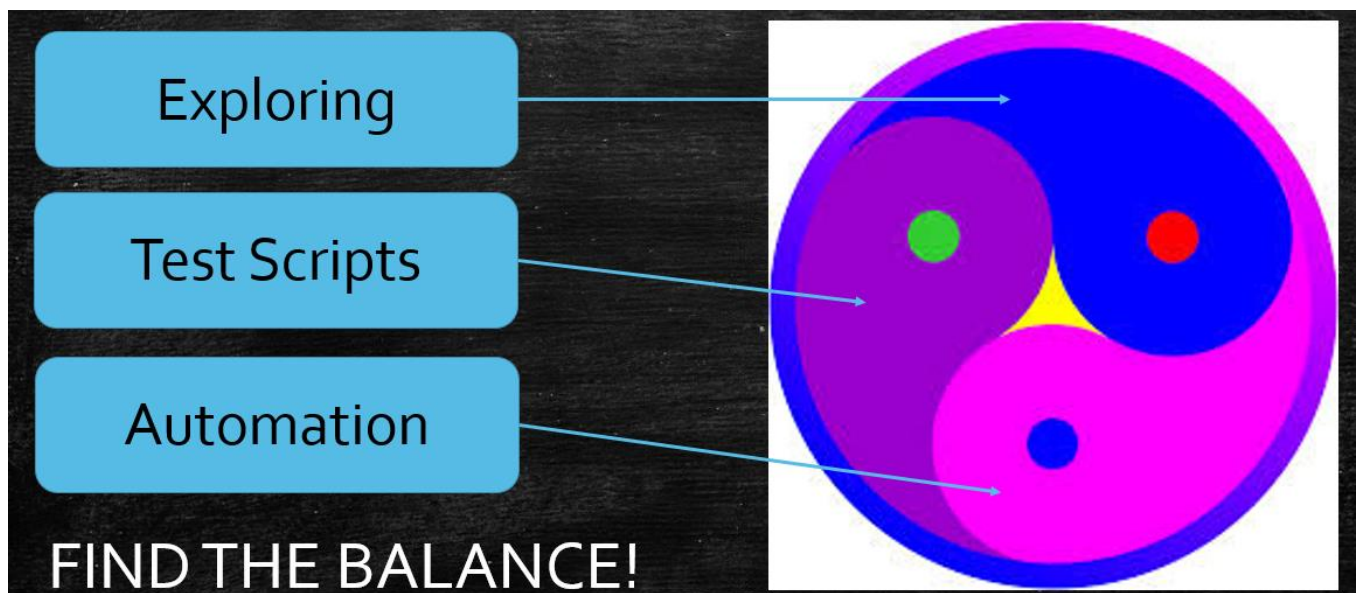
[Image: One of the slides I used for how testing fits into an AGILE framework, which I delivered at Sheffield Hallam University]

Delivering these talks has helped students develop an understanding of why testing is important, and has helped inspired some of them to develop careers as testers. I have also spoken to students following the talks that I have delivered, providing advice and guidance as to how they can develop careers as testers. When I deliver future talks and/ or workshops about testing, I am planning to create a few programs and games to allow students to gain experience of testing them, as well as finding bugs with in them, to help provide a deeper understanding of testing and why this is important. I would also be interested in delivering some fun workshops for children show that testing can be fun, and to explore the possibilities of a career in testing once they leave school, college, or even university.

Testing is a fascinating, exciting and rewarding career that allows each professional to develop their own style of testing, making each tester unique, as well as allowing professionals to mould their career how they wish to, continually learning and developing themselves along the way. I would also be interested in hearing your thoughts about how we can inspire students, as well as people considering retraining as a software tester (which I will cover in the next issue of the Tester).

This article was inspired by an article "Kick starting your career in Software Testing – Why we need to talk about grads" written by Gabbi Trotter, a Digital Recruiter focusing on Software Testing, from Searchability. You can read the initial article at the following link: https://app.jobholler.com/blog/searchability-gabbi/kick-starting-your-career-in-software-testing-we-need-to-talk-about-grads

Further Reading:

Government Incentives for skills and jobs: https://www.bcs.org/develop-your-people/develop-your-team-or-organisation/government-incentives-for-skills-and-jobs/?utm_source=SRO&utm_medium=organic&utm_content=tile&utm_campaign=jobs

Digital Apprenticeships for your team: https://www.bcs.org/develop-your-people/develop-your-team-or-organisation/digital-it-apprenticeships-for-your-team/

Diverse digital – The key to economic recovery: https://www.bcs.org/content-hub/diverse-digital-the-key-to-economic-recovery/

BCS - Software Tester – Level 4 apprenticeship: https://www.bcs.org/develop-your-people/develop-your-team-or-organisation/digital-it-apprenticeships-for-your-team/offer-our-apprenticeships-standards/software-tester/

Modern Apprenticeships - https://www.apprenticeships.gov.uk/apprentices/how-do-they-work

Kick Starting your career in Software Testing - Why we need to talk about grads: https://app.jobholler.com/blog/searchability-gabbi/kick-starting-your-career-in-software-testing-we-need-to-talk-about-grads

Conference Agenda

**BCS SIGiST –
September 2021 Conference – Tuesday 28th September 2021**

This event will be online, due to the public health situation. Bookings can be made at the following link: https://www.eventbrite.co.uk/e/mentors-how-to-find-one-and-how-to-be-one-software-testing-sg-tickets-161389332839

Mentors – How to find one and how to be one

This webinar will explore how people can find good mentors and how you can become a mentor.

Time	Session
18:00	Start
18:00	*Welcome – Mike Harris, Co-Programme Chair, SIGiST*
18:00	*Introductions*
18:05	Olivia Wolfheart – My mentoring experience (mentor & mentee)
18:20	Sam White – Career Switching, Quality Assurance, and Self-doubt
18:45	Andy Shaw – Adventures in Mentoring
19:05	Nicola Martin – My Mentorship Experience and How You Can Get The Most Out of mentoring
19:25	Questions
20:00	*End*

The SIGiST committee reserve the right to amend the programme if circumstances deem it necessary.
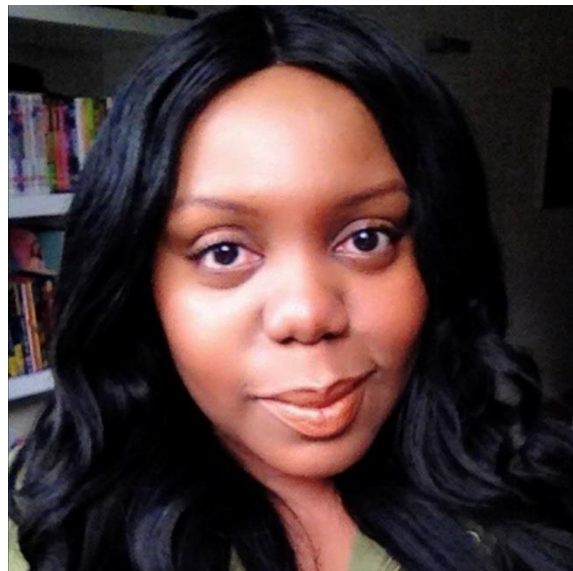
COVID-19
Due to the current COVID-19 situation we are responding by looking to make our events online for the foreseeable future, the benefits include: a wider range of speakers, the events being non-London centric, more accessible and will increase inclusion in the testing community.

Presentation Abstracts and Speaker Biographies

Keynote One

Nicola Martin MBCS, Head of Quality, Adarga

Nicola is passionate about supporting and encouraging diverse groups in tech. Her talk will cover her experiences as a mentor for the BCS and AFBE-UK, and her most recent role as Head of Education and Mentorship for Women in Tech® UK. She will also discuss the benefits of the mentor/mentee relationship.

Nicola is currently working in the AI and Data Science field as Head of Quality at Adarga. Nicola has many years of experience focusing on quality for high profile tech projects. She specialises in working with companies to build high-performance teams, create strategies, improve processes, and create high-quality deliverables for customers.

Nicola is passionate about increasing diversity and inclusion in software engineering. She mentors and coaches professionals wanting to change careers and others wishing to develop their career.

She is a committee team member for BCSWomen and the Special Interest Group in Software Testing (SIGiST) and mentors for the BCS and The Association For Black & Minority Ethnic Engineers (AFBE-UK).

Keynote Two

Olivia Wolfheart - BCS

Synopsis: As I have had experience on both sides of the mentoring coin, in this talk I will take you through my experience as a mentee including why I decided to find a mentor, how I found one and what I gained from the relationship. I will also give some insight into my experience of being a mentor, what was involved and the outcomes. In addition I will share a reminder of the updated BCS Career Mentoring Network tool and the service it provides to BCS members.

Bio: Olivia started her career teaching GCSE computer science at a secondary school in Hampshire. She has also had extensive experience working with students in other capacities including at a small charity supporting young people with digital skills and online safety. In her role at BCS Olivia is working on a range of different initiatives to help improve the BCS member experience, including improvements to the BCS Career Mentoring Network. Olivia is passionate about the power of mentoring. She has had experience both being a mentor to young people from disadvantaged backgrounds and has benefitted from career mentoring herself.

Keynote Three

Sam White – Gear4Music

Synopsis: Sam White has been a QA Analyst at Gear4music Manchester for 2 years. He will be giving a quick rundown of how he became a tester and talking about the mentoring he's received in the testing field since joining Gear4music. Sam will also be talking about the self-doubt and walls he hit as he transitioned from IT Support into specialising to QA Analyst.

Bio: Sam White lives in Manchester and has been working in IT for almost 20 years, in IT support and as an IT Support Manager. He recently switched to a testing career to specialise in QA and his professional goal is to become proficient in testing and test automation, improving the user experience at every opportunity. An avid PC gamer, Sam keeps healthy cycling and running and is a surprisingly good drawer.

Keynote Four

Andy Shaw

Synopsis: Andy has found mentoring invaluable for his career development and he will discuss how being mentored has inspired him to grow as a professional, as well as a tester. He will explain how mentoring also developed himself as well as his mentees, and what inspired him to mentor others.

He will explain how he has found the BCS Mentoring Tool, used by BCS members, valuable to connecting to mentees (from all walks of life) whom he has helped develop their careers, and how the BCS mentoring tool can also help people find mentors and mentees, regardless of their stage in their career.

Andy will also explain the traits of a good mentor and how anyone wishing to be mentored can find a good mentor to help with their career development. His talk will include how the SIGiST Public Speaking Mentoring Scheme which ran back in 2016 helped him to develop his skills as a public speaker.

Bio: Andy Shaw is a Tester, who focused on a career in software testing whilst developing a career in the IT Industry. He has gained experience in testing software within the following industries: geological, cargo and shipping, defence and lone working.

Andy is passionate about promoting and increasing diversity and inclusion in the IT Industry as well as testing, and arranges events to encourage people from all walks of life to develop their careers.

Andy is the Editor of the Tester online magazine, the official magazine of the BCS Specialist Interest Group in Software Testing (SIGiST), as well as the Chair of the South Yorkshire BCS branch. He also delivers talks about software testing, career development and mental health. He has also mentored, and continues to mentor, professionals who are interested in developing a career in software testing, both within the BCS Mentoring Network and outside of BCS.

Conference Agenda

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BCS SIGiST –
October 2021 Conference – Tuesday 12th October 2021

This event will be online, due to the public health situation. Bookings can be made at the following link: https://www.eventbrite.co.uk/e/testing-stories-software-testing-sg-tickets-163498848457

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Testing Stories

Testing Stories is an ebook of stories about testing written by testing professionals from around the globe. It has raised over $1000 for a mental health charity. Four of the contributors to the book will tell their stories during this webinar

You can get your copy of the book from: https://leanpub.com/testing_stories

The proceeds for purchasing the e-book will go towards the Open Sourcing Mental Illness organisation (https://osmihelp.org/).

Time	Session
17:00	Start
17:00	*Introductions*
17:05	Louise Woodhams - Why an API Story?
17:15	Andrea Jenson – "Tester Relationship Status – (x) It is complicated"
17:25	John McGee – The Black Square of Testing
17:35	Mike Harris - "A Test Lead in an agile transformation"
17:45	Questions and Answers
18:00	*End*

The SIGiST committee reserve the right to amend the programme if circumstances deem it necessary.

COVID-19
Due to the current COVID-19 situation we are responding by looking to make our events online for the foreseeable future, the benefits include: a wider range of speakers, the events being non-London centric, more accessible and will increase inclusion in the testing community.

Presentation Abstracts and Speaker Biographies

Keynote One

Louise Woodhams

Why An API Story?

In this testing story, Louise explains how Swaggers helped her to understand REST APIs, the joys of being an "HTTP code geek", and led her to appreciate Postman and Beeceptor.

Bio: I'm Louise Woodhams, I've been a tester for just over 5 years. I adore API testing and learning new ways/ tools to find bugs. I love a problem, puzzle and a mystery to solve. I spend a bunch of my off time playing puzzle games, board games or inhaling as many books as possible.

LinkedIn: https://www.linkedin.com/in/louisemwoodhams/
Twitter @meowy24

Keynote Two

Andrea Jensen

"Tester Relationship Status - (x) It is complicated"

Having a relationship can be a complicated thing in human interaction. Either in private life or in professional life. This is also what happened to Andrea, when she started having a relationship as a tester after being solo for a long time.

Bio: It all started unplanned by coincidence in 2011. I am a Software Quality Engineer in the maritime industry by day. And a reader, crafter, curious learner, and RiskStorming Online Instructor by night.

LinkedIn: https://www.linkedin.com/in/andrea-jensen/
Twitter @AgentAJay

Keynote Three

John McGee

The Black Square and Testing

In this take John will talk about the first example of abstract art - The Black Square and how it can be related to software testing, we'll also look at another painting and do a cut down version of an exercise to improve observational, thinking and descriptive skills that is in use by various medical, intelligence and law enforcement agencies and schools around the world.

Bio: John has been testing since the early 90's and is currently a Senior Test Engineer at Sage where he created and helps run an internal test community. John has given talks at events such as Manchester Testbash and Newcastle test meetups and loves to share and learn with others.

In his spare time he is owned by two Dachshunds who help to keep him fit and allow but loves reading, motorsports and to get out to gigs and shows when they let him.

LinkedIn: www.linkedin.com/in/john-mcgee-qa
Twitter: @jonnywasagudman

Keynote Four

Mike Harris

"A Test Lead in an agile transformation"

Mike will talk about when he was a Test Lead in an agile transformation. used his role to improve quality and create roles for testers that developed their skills.

Bio: Mike has been working in testing for 20 years and is currently the tester for Geckoboard. He has been a member of a test team, a Solo Tester and a Test Lead. He has also worked as a part of waterfall, lean and agile teams.

Mike has a BSc.(HONS) from Middlesex University and is an Associate of the University of Hertfordshire. He has set up and led a Testing Community of Practice and been part of a successful agile transition. He is also Co-Programme Chair of the British Computer Society's Specialist Interest Group in Software Testing.
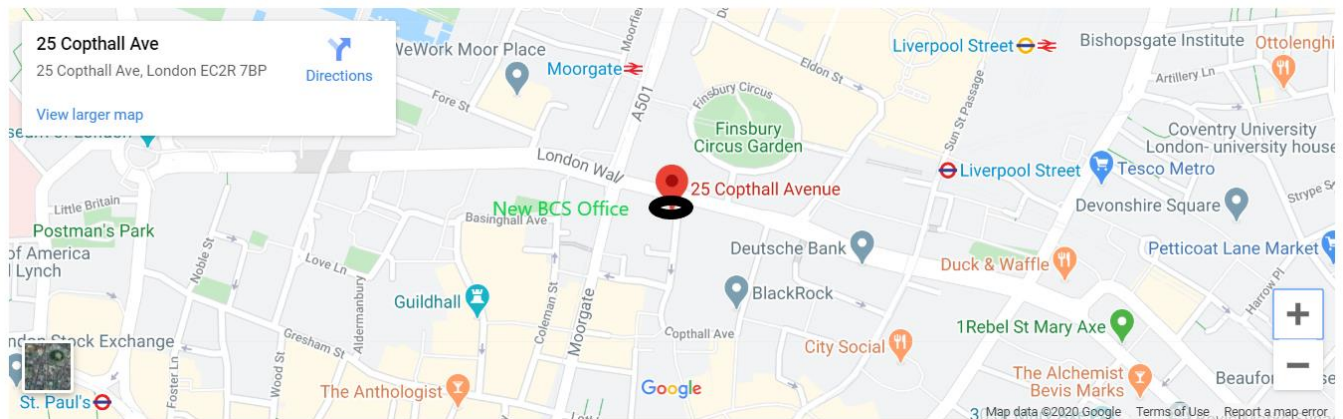
In his spare time, he coaches his daughters cricket team

LinkedIn: https://www.linkedin.com/in/mike-harris-mbcs-citp-5a75733/

BCS London Venue

When the pandemic is controlled/over, some events will be held at the new BCS London office.
The location is below.

London Office Guide

Address

BCS, The Chartered Institute for IT
Ground Floor
25 Copthall Avenue
London
EC2R 7BP

Online events

We are responding by looking to make our events online for the foreseeable future, as a result of the coronavirus pandemic. The benefits of which include: a wider range of speakers, the events being non-London centric, more accessible and will increase inclusion in the testing community. It will also provide new and upcoming speakers with the opportunity to deliver a talk, some of which may not have the opportunity to do so. If you are interested in delivering a talk/ workshop/ etc online, simply contact one of the committee members or email the Editor at andrew.shaw@bcs.org

Non SIGiST Testing Events:

A list of events which SIGiST committee members are speaking at in future events

Many of the SISiST Committee members also speak at other Testing and networking events outside of SIGiST, so here is a list of the events some of the different committee members will be delivering talks, webinars or online workshops at in the near future:

Jonathan Wright – Sponsorship Co-ordinator:

Event Date	Event	Event Link
15th September 2021	DevOps Festival (FREE)	https://www.festival-conferences.com/
Talk: Site Reliability Testing (SRT) – Chaos Engineering with Real User Testing		
30th September 2021	EuroSTAR 2021	https://conference.eurostarsoftwaretesting.com/event/2021/model-based-testing-shifting-right-into-the-real-world/
Talk: Model Based Testing – Shifting Right into the Real World		

Mike Harris – Co-Programme Chair:

Event Date	Event	Event Link
9th September 2021	How the theory of jobs to be done helps me hear customers	https://skillsmatter.com/conferences/13255-p3x-2021#program
Talk: Two Quality Frameworks from Deming That Help Testers		

Andy Shaw – Editor of the Tester:

Event Date	Event	Event Link
To Be Confirmed	QA Beginners Club	https://www.meetup.com/QA-Beginners-Club/
Talk: How I developed my career as a tester		

Andy Shaw is also planning to deliver some future talks and organise some events (once lockdown is over) about mental health, both within the BCS and other organisations. He is also planning to deliver talks to different universities about testing.

Other BCS Events:

A list of other BCS events, outside of SIGiST, which may be of interest to SIGiST members and the Testing community

There are many BCS events available and being planned, here is our pick of events which SIGiST members and the Testing Community may be interested in:

September 2021

Event Date	BCS Branch/ Specialist Group	Event Link
21st September 2021	BCS Law Specialist Group	https://www.bcs.org/events/2021/september/webinar-computers-the-enduring-error-output-truth/
Talk: Computers – the enduring error: output = truth		
22nd September 2021	BCS Information Security Specialist Group	https://www.bcs.org/events/2021/september/webinar-ai-for-governance-and-governance-of-ai/
Talk: AI for Governance and Governance for AI		

October 2021

Event Date	BCS Branch/ Specialist Group	Event Link
1st October 2021	BCS Specialist Group on Artificial Intellegence	https://www.bcs.org/events/2021/october/webinar-real-artificial-intelligence-2021/
Webinar: Real Artificial Intelligence 2021		
19th October 2021	BCS (FACS) Format Aspects of Computing Science	https://www.bcs.org/events/2021/october/webinar-formal-modelling-programming-and-verification-of-quantum-systems/
Webinar: Formal Modelling, Programming & Verification of Quantum Systems		
21st October 2021	BCS South Yorkshire	https://www.bcs.org/events/2021/october/webinar-from-a-hackers-point-of-view-including-agm/
Webinar: CyberSecurity: From a Hacker's point of view		

BCS Women in the Computer Weekly Most Influential Women List

BCS Women in the Computer Weekly Most Influential Women list

The highly anticipated Computer Weekly long list for The Most Influential Women in UK Technology has been released.

Year on year, the list grows and in 2021 the nominations stand at 500 with women from all industries and backgrounds being recognised for their contribution to tech.

BCSWomen have again made an impact. This year, the group has no less than five members who have been included. They are:

- **Andrea Palmer**, Business Change and Digital Transformation Manager, BCS fellow, chair of BCS Women.
- **Nicola Martin**, Head of Quality, Adarga; BCS Women and BCS software testing committee member.
- **Safia Barikzai**, Associate Professor, London South Bank University; academic lead, Digital Grid Partnership.
- **Sharon Moore**, CTO for public sector, IBM UK.
- **Tristi Tanaka**, Technology Change Programme Leader, currently at NHS; BCS Women committee member; Fellow, ForHumanity.

BCSWomen have had committee members (both past and present) associated with this prestigious group.

- **Sarah Burnett**, previously BCSWomen Chair.
- **Rebecca George OBE FBCS**, previously BCSWomen President.
- **Hannah Dee**, Senior Lecturer, Aberystwyth University.
- **Gillian Arnold FBCS**, Managing Director, Tectre.
- **Professor Margaret Ross MBE**, Southampton Solent University.
- **Maggie Berry OBE**, Director, The Heart of The City.
- **Rubi Kaur FBCS**, Senior solutions architect, Vodafone Group.

Other women who have made a significant contribution in the testing industry are:
- **Gem Hill**, Senior test for voice and AI, BBC.
- **Charline Hunter**, Coding Black Females.

Judges will now be reviewing the nominee list and a shortlist of 50 will soon be published. Voting will be opened to readers and the winner of the top 50 will be announced at Computer Weekly's annual diversity in tech event due to take place in late September.

BCS Vacancies

Here is a list of vacancies BCS is currently advertising for. **Please Note:** Although the vacancies are for BCS, SIGiST members, as well as any professional who is interested, are welcome to apply.

Vacancy: Examiner – HEQ

BCS are pleased to be recruiting for a number of Higher Education in IT subject matter experts with a breadth of industry knowledge, experience and ideally a teaching qualification to assist us in the development of our Higher Education Qualifications (HEQ) portfolio.

We are looking for subject matter experts in the following areas:

Computer and Network Technology (Ofqual Level 4)
Information Systems (Ofqual Level 4)
Software Engineering (Ofqual Level 5)
Smart Systems (Ofqual Level 5)
User Experience (Ofqual Level 5)
IT and the Environment (Ofqual Level 6)
Programming Paradigms (Ofqual Level 6)
Web Engineering (Ofqual Level 6)

More information and how to apply: https://www.bcs.org/more/about-us/careers-at-bcs/vacancy-examiner-heq/

Closing Date: 30th September

Vacancy: Moderator – HEQ

BCS are pleased to be recruiting subject matter experts of Higher Education in IT with a breadth of industry knowledge, experience and ideally a teaching qualification to assist us with our Higher Education Qualifications (HEQ) portfolio.

We are looking for a subject matter expert to be a moderator in the following area:

Computer and Network Technology (Ofqual Level 4)

More information and how to apply: https://www.bcs.org/more/about-us/careers-at-bcs/vacancy-moderator-heq/

Closing date: 12th September

Potential BCS Neurodiversity Specialist Group

A potential new specialist group within the BCS, neurodiversity is being proposed, which has passed the initial proposal state by the PPP committee in the BCS. At present, the aims of the Neurodiversity specialist group, along with the activities they plan to undertake and the formation of a committee are being decided.

Other successful groups like BCS Women and EMBRACE have been established, as well as a possible LGBTQ Specialist Group within the BCS, and the potential Neurodiversity group will be modelled on the success of these groups.

They will help support and encourage neurodiverse professionals develop their careers and achieve their potential, within the IT Industry, by sharing experiences, providing support and career advice, lobbying employers and government and act as ambassadors and role models to those struggling to gain employment.

The aims the group also proposes includes tackling issues like recruitment practices and supporting a diverse workforce to enable the pool of exceptional talent to address the digital skills gap. They also plan to encourage neurodiverse IT professionals to share their experiences, accomplishments, their current projects and how they have achieved them.

If anyone is interested in supporting the group, please contact Kerry Wear from the BCS at the following email: kerry.wear@bcs.uk

Further Information

For more information, there have been the following articles written on the BCS website, about neurodiversity:

How neurodiversity is changing work: https://www.bcs.org/content-hub/how-neurodiversity-is-changing-work/

The rise of Neurodiversity networks – and why it's a good thing: https://www.bcs.org/content-hub/the-rise-of-neurodiversity-networks-and-why-it-s-a-good-thing/

What do you see?: https://www.bcs.org/content-hub/what-do-you-see/

BCS Jobs Board – Your next opportunity

The BCS has recently released their Jobs Board, in partnership with Smart Recruit Online (SRO), a new platform to allow IT Professionals, from entry level roles to those who are new to the industry to more experienced professionals and those who are leaders in their specific fields, to apply for their next potential role and develop their career even further.

The BCS Jobs Board can be accessed by both BCS Members, as well as non BCS Members, to identify their next opportunity. It can also allow organisations, from SMEs to Multi-National organisations to seek and identify potential talent to add value to their operations.
The BCS Jobs Board can be accessed at the following link: https://www.bcs.org/more/jobs-board/

When the BCS Jobs Board is accessed, there are 2 buttons displayed, allowing the IT Professionals to do the following:
- Access the Job Board
- Advertise Roles

Clicking on the green 'Access the Job Board' button displays the Jobs Board, where IT Professionals can search for roles based on the Job Title and Location entered, as well as using the Distance slider bar to select the miles (in radius) from the location entered, to search for jobs within.
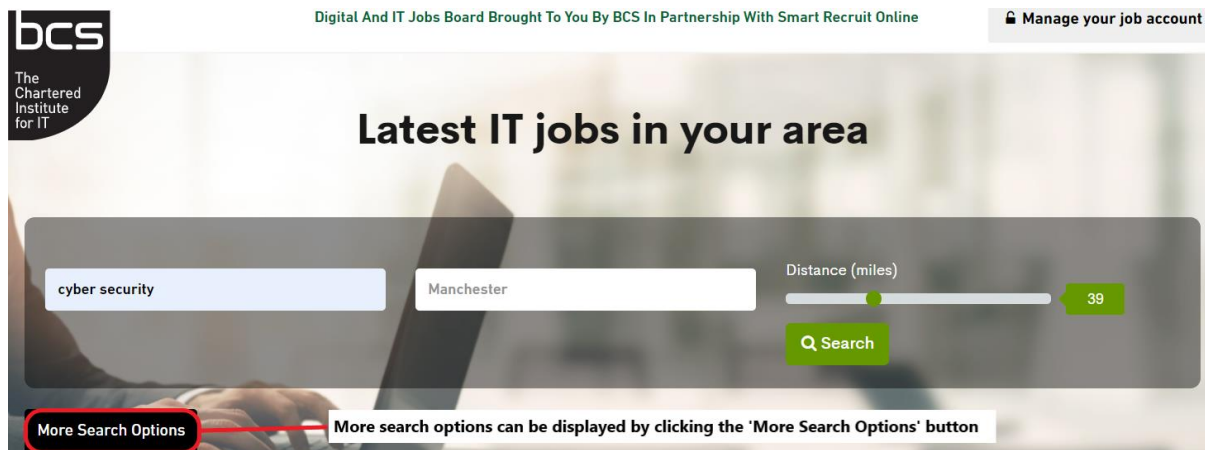

[IMAGE: Search options in the BCS Jobs Board]

Other fields that can be entered/ selected are the minimum and maximum salary desired, salary type and job type (including permanent, temporary and contract positions).
Once the search criteria is entered/ selected, and the green 'Search' button clicked, the list of jobs matching the search criteria entered/ selected is displayed, with the following information about each job:
- Title
- Salary
- Location
- Brief summary of the job
- Recruiter
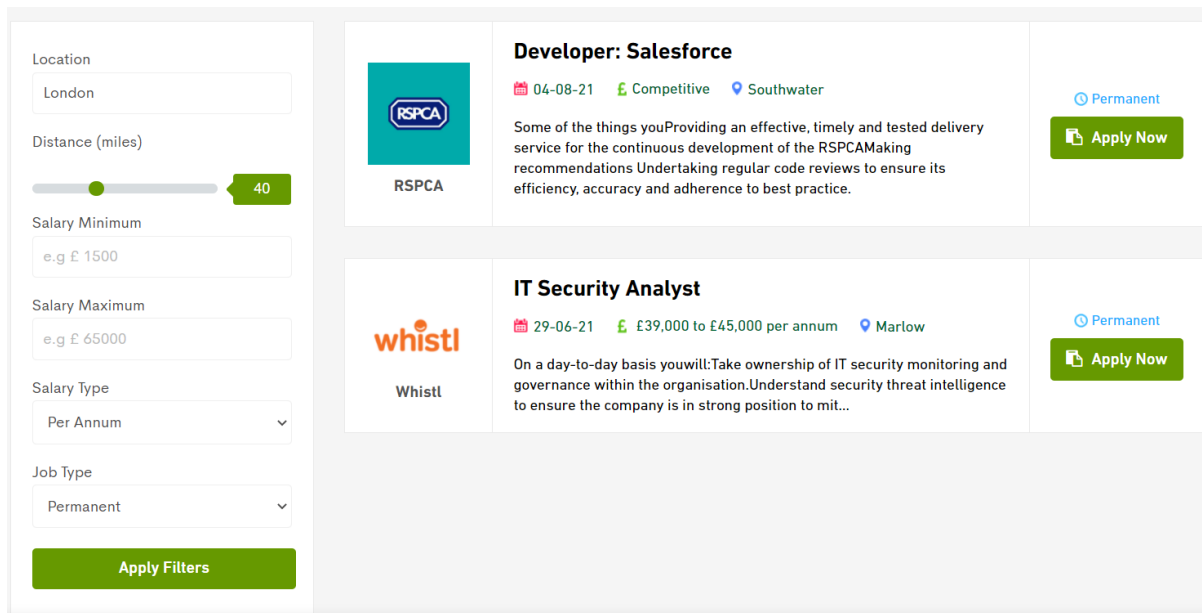
[IMAGE: List of jobs matching criteria entered]

Clicking on the green 'Apply Now' button will allow the IT Professional to look at the job in more detail, as well as apply for the job if they wish to, however to apply for any job they will need to register themselves on the BCS Jobs Board platform.

IT Professionals, whether BCS Members or not, can set up an account where they can look for jobs based on their preferences. They can apply for as many job roles as they wish, like they would on any other jobs board, as well as set up job alerts to notify them of possible jobs they can potentially apply for, as well as showing jobs matching their profile. They can set up more than one job alert, and have the option to edit, or delete them, as well as run a search for the jobs matching their job alert by clicking on the 'Run Search' link. They can also toggle the Email toggle slider, to state whether or not they wish to receive emails about the job alerts.
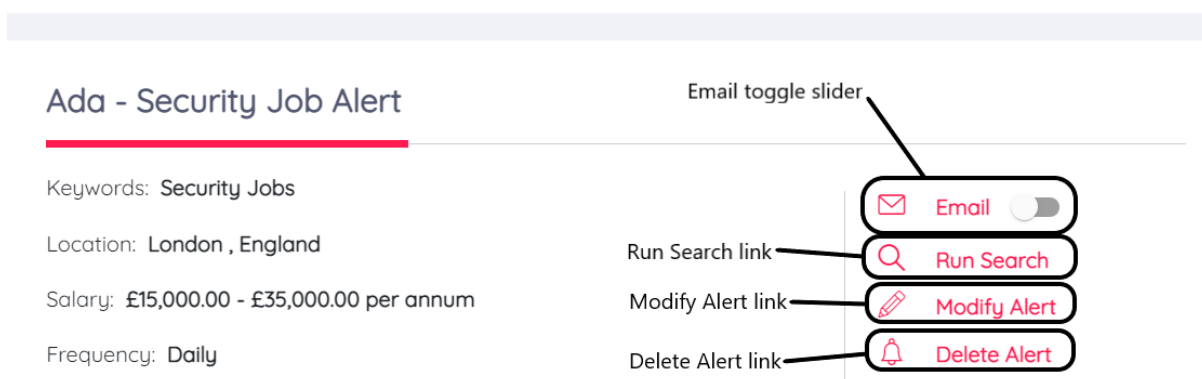
[IMAGE: IT Professionals can set up job alerts]

Once an IT Professional registers for the BCS Jobs Board, they can enter their details by clicking on the 'Profile' tab, then entering them, as well as the details of their desired job, salary, and whether or not they are willing to relocate, so jobs matching their preferences are displayed in the 'Jobs' tab. IT Professionals can upload their CV, which will be readily available when they apply for different jobs.

[IMAGE: IT Professionals can set up details about the jobs they wish to apply for]

BCS Members can also access an area in the MyBCS portal when they log onto it, highlighting different member benefits which are relevant when they are looking for a new job or employer.

[IMAGE: MyBCS benefits, when looking for the next role]

Clicking on the green 'Advertise Roles' button allows organisations to sign up for a business account with SRO, as well as logging on to use the service, to post as many job advertisements (which are free) that will reach many professionals allow them to apply for specific roles. There is also no limit to the number of job advertisements an organisation can post.

Before advertising vacancies, an organisation will need to create an account and there are clear instructions on how to do this, as well as creating effective vacancies. SRO are managing this platform for BCS and they will make contact with an organisation once they have registered, to see if they need any assistance.

When organisations create an account, they will need to agree to the terms and conditions set by the BCS that will be reviewed. Job postings by an organisation are also monitored to ensure they are abiding by the terms and conditions set and accounts can be blocked or closed, if any concerns arise from them or the job postings they create.

The new BCS Jobs Board differs from the old BCS Recruit system the BCS used previously as it has a feed of industry jobs to support current and future members with a range of different jobs to ensure there is something for everyone. The BCS Jobs board platform will allow organisations to have independence and set up their own jobs, with the ability to post on a range of other premium platforms at a discounted rate, all managed through their BCS account.

The BCS Jobs Board has been designed to ensure is it as usable as possible, and that it encourages and promotes diversity and inclusivity, as well as providing opportunities for professionals from all walks of life, including Early Careers professionals and graduates who have completed university or higher education. The BCS are looking at the BCS Jobs Board platform as a long term offering, and are beginning to look at the next phases of additions and updates to this platform already.

If you have any comments or suggestions about how the BCS Jobs Board can be developed to further meet the needs of IT Professionals, from entry level to experienced and IT Industry leaders, please contact Darren O'Sullivan at the following email: darren.osullivan@bcs.uk

Further Reading:

Government Incentives for skills and jobs: https://www.bcs.org/develop-your-people/develop-your-team-or-organisation/government-incentives-for-skills-and-jobs/?utm_source=SRO&utm_medium=organic&utm_content=tile&utm_campaign=jobs

Diverse digital – The key to economic recovery: https://www.bcs.org/content-hub/diverse-digital-the-key-to-economic-recovery/

Testing Stories

Testing Stories is an ebook of stories written by testers about testing. Thirty testers have come together to write the book, and the process of creating the book was managed by Melissa Fisher. There are stories about many aspects of testing. There is a story by Lisa Crispin, who has spoken at SIGiST events, about the importance of building relationships, a story by Ady Stokes, who has an article in this edition of The Tester, about life as a tester and a story by Mike Harris, who is Co-Programme Chair of SIGiST, about his role as Test Lead in an agile transformation.

All proceeds from the book go to the mental health charity Open Sourcing Mental Illness: https://osmihelp.org/

Please buy a copy of the e-book to read great testing stories and support a great charity: https://leanpub.com/testing_stories

"Testing Times – The Voice of the Tester"

Now the Tester has a monthly email, informing both BCS SIGiST members and about events, calls for participation and submission of articles for future issues of the Tester. This email is an addition to the Tester and serves as a purpose to inform BCS SIGiST members of events which may not have been previously mentioned in the Tester, as well as any relevant and interesting information that may be of interest.

This email is called 'Testing Times – The Voice of the Tester' and is usually sent towards the last week of the calendar month. This is one of the developments implemented by SIGiST to continue communications with the BCS SIGiST members, the Tester readership and the public in addition to the Tester.

An example email is below:

TESTING TIMES - The Voice of the Tester - April 2021

This is the official email of the Tester online magazine, the official magazine of the Specialist Interest Group in Software Testing (SIGiST). Please note that this email is not actually the Tester online magazine itself, however it is a complementary email which is linked to it.

Issue 68 of the Tester online magazine will be released this week.

Events:

Webinar: Bug Bash - 22nd April 2021 @5:00pm
Summary: Are you just starting in testing or planning to try it out? Join us for a Bug Bash on Tuesday 22nd of April for 2 hour testing session and see if you can win a prize.

A Bug Bash is like a hackathon, but for testers. No prior experience is required, and no tools need to be installed beforehand.
Booking Link: Webinar: Bug Bash | BCS

**Webinar: Bug Bash	BCS**	�“

Webinar: Women in QA: Celebrating International Girls in ICT Day - Joint event with BCS Women
Summary: Are you considering a move into QA but don't know where to begin? Have you decided you want to move into testing from another industry?

In celebration of International Girl's in ICT Day, join BCS SIGiST for a joint event with BCSWomen on Friday 23rd April @ 5 PM as we hear from tech professionals sharing their own career stories and giving advice on how you can successfully navigate your own journey.
Booking Link: Webinar: Women in QA: Celebrating International Girl's in ICT Day | BCS

**Webinar: Women in QA: Celebrating International Girl's in ICT Day	BCS**	☚

Please Note that if you are a BCS SIGiST member, you will automatically receive this email.

If you have any questions, please contact the Editor, Andy Shaw, at: andrew.shaw@bcs.org

Thank You! & your thoughts please

Thank you for reading Issue 69 of the Tester so far, and everyone at SIGiST hopes you have really enjoyed this issue. SIGiST would be interested in hearing about what you would like to see in future issues of the Tester, as well as any ideas for webinars, talks, events that you may be interested in.

Despite the COVID-19 pandemic being a tricky time for many people, the opportunity for delivering webinars at a national, and sometimes international level, has been an opportunity that has been embraced. Since the COVID-19 pandemic, the webinars, talks and workshops delivered by SIGiST, as well as those which SIGiST have collaborated with, have been very successful and SIGiST would like to thank all the speakers, the committee and everyone who has attended these events and supported them in some way. It has made all the difference!

If you would also like to speak at a future SIGiST event, please speak to one of the SIGiST committee members or email the Editor on andrew.shaw@bcs.org

SIGiST are also interested in hearing your thoughts on the Tester online magazine, and how you think it could be developed to make it an even better magazine than it is now. For example is there an area of testing, and/or a subject you would like to see covered in a future edition. Your thoughts are welcome, please contact the Editor on andrew.shaw@bcs.org

Thanks again for your support and enjoy the rest of this issue.

Write an article

We are always on the lookout for new content, so if you have a testing story you would like to share, a book you have written and planning to publish, a test technique you would like to evangelise or testing research you would like to publish, then The Tester is the place to do it. Simply email the Editor on andrew.shaw@bcs.org

Students/ Apprentices

As part of the recently revived SIGiST community, we would be very interested in hearing from university students and apprentices who are interested in software testing, from manual testing, to automation and penetration testing. Do you have an interesting story about how you are developing a career in the Tech Industry and software testing, do you have an article you have written which you would like to see published, do you have a question about software testing which you would like the SIGiST community to answer, then the Tester would be a great place to have this published and get your work recognised.

BCS Student Chapters are also welcome to publicise events that have taken place, or will be taking place in the future. Early Careers professionals, including professionals involved with the Early Careers Initiative run by the BCS, are also encouraged to submit articles, and get involved with the SIGiST community. Maybe you have had a penetration testing workshop, a university hackathon which has taken place, or are planning one.

Publication in a professional magazine like the Tester is great for your LinkedIn profile and adds to your CV and will help you during your career and at university, or on your apprenticeship and beyond.

Please email your articles, questions and ideas to the following email: andrew.shaw@bcs.org

Early Career Advocate – A Golden Opportunity

A new group within the BCS, the Early Careers Professionals group, replacing the now defunct Young Professionals Group has been formed, with the aims to help and support professionals within the early stages, or years, of their career, with relevant events, networking opportunities, mentoring and guidance. An Early Careers professional can be someone who is usually one of the following:

- Is new to the Tech Industry and has started developing a career
- Is graduating from, or has already graduated from a college, or university
- Is undertaking an apprenticeship, or has graduated from an apprenticeship
- Is developing a career in the Tech Industry, from transitioning from a different industry, or a different role within the Tech Industry

A new mandatory role for Specialist Groups and branches within the BCS has been created, which is the Early Careers Advocate role. There have been some workshops and webinars about how the Early Careers Advocates can work with the different BCS branches and Specialist Groups, as well as the different BCS Student Chapters and the other areas of the BCS.

SIGiST is looking for an Early Careers Avocate, who is ideally within the early stages of their career, to help develop SIGiST and ensure those professionals within the early stages of their career have opportunities to develop themselves. SIGiST will also support the Early Careers Advocate in their role, and by working with them to provide opportunities, webinars, workshops and talks to help them and other early careers professionals in their career development.

If you are interested becoming the Early Careers Advocate for SIGiST, please contact the Chair, at the following email: adam@wearedragonfly.com

Start-ups / Entrepreneurs, we want to hear from you!

As part of the recently revived SIGiST community, we would be very interested in hearing from start-up companies and entrepreneurs about anything testing related. If you have an approach you would like to mention, if you would like to speak at a future SIGiST event around the UK (including via a webinar), or publish an article in a future edition of the Tester, then the Tester is the place to publish your article, as well as to mention your talk/ event.

Please contact either one of the committee members on the SIGiST committee, or email andrew.shaw@bcs.org if you are interested in speaking at a future event, or writing an article for the Tester.

Interview with Joy Aguguo

Since the new SIGiST committee were formed back in February 2020, there have been many inspiring testers who have helped with the development of the Tester, with interviews, articles and those who have delivered talks at different SIGiST webinars, (some being based worldwide). As well as interviewing some amazing different testers, SIGiST are also interested in seeing how different testers around the world, as well as testers who have begun testing careers from a completely different industry, have developed their careers, how their stories can inspire others and their views on how the testing community as a whole can develop to help promote diversity and inclusion in the industry.

The Editor, Andy Shaw, interviewed a fantastic tester named Joy Aguguo, a Software Test Engineer at Animal Friends Insurance. Joy has developed a successful career as a tester, transitioning from working in different industries like HR, teaching herself by undertaking online courses, as well as attending the course "Software Testing in the Real World" by Test Academy. She has shown how the different skills she has developed, have helped develop her career as a tester.

Thanks you Joy for a fantastic interview. To everyone reading the Tester, Enjoy!

What has inspired/ encouraged you to develop a career as a tester?

What inspired me to develop career as a tester: Well a lot of things inspired me but at this occasion I will mention two factors: Curiosity and Passion.

When I was working as an HR, I came across different HR systems. Then, I wasn't aware of software testing. I was wondering the magic behind systems behaviour. For example, when enrolling new employees into the system, there were certain actions I did apply, and seeing the system throwing an error message was incredibly amazing. I became more curious to understand the secret behind the system behaviour.

One day while discussing with one of my friends who is a software Test Analyst, he informed me about Software Testing and Business Analysis. I researched more about both and I became more passionate about Testing. Then I enrolled with Testing academy. The tutors "Demola" and Soji were highly knowledgeable. I learned a lot including what made me what I am today in Testing field. I took the ISTQB exam immediately and achieved a mark of 39/40 for the ISTQB exam.

How has your career as a tester developed so far?

This is an interesting question:

In fact, when I started testing career, it wasn't as competitive as it is now. I was barely doing Manual testing. As time progressed, it grew more competitive. Many people find Testing as an easy access to join IT domain. Automation is on high demand recently which makes it even more competitive. As a result, I voluntarily began to take online courses with Udemy, Youtube, etc, to develop more skills to enable me standout amongst the competitors.

I learned Cypress using YouTube as well as other online platforms to stand out among competitors.

As a Software Test Engineer, what has been the highlight of your career so far?

I have been working as a contractor since I started my career in Testing. As a contractor, I have worked on different projects. It is really interesting and challenging because each project in different organisations has different approach. I have learned a lot. I have worked in different sectors - Health sector, insurance, Market Place etc. Based on experience, I have written a simple manual book called project mastery, where I explained why software development project fails. It will soon be published.

I have also helped people who approached me for help to gain access into Testing Career. I speak both Italian language and English, I did secure a role to work as a key Tester in an Italian project. I enjoyed the role so much. It gave me satisfaction when the stakeholders, directors would invite me for meetings, and asking my opinion on most of the issues. My decisions were always taken on board. I received a gift from the board for finding an Italian Clinic for update on the application we were building. It was at the same time challenging because my decisions were pivotal. So I was up and doing to ensure that best approach was taken. Engaging with Italian customers and translation and ensured we had a fit for purpose application. We did it! We had fun. I missed them and they missed me too. My product Owner, Team Lead, Colleagues (Testers and developers) were/are still no.1

Has anyone inspired you so far in your career? And if so who?

A friend of mine, Anthony, a software tester who introduced me to software testing, after a discussion. He understood my strengths and knew I would love a career in software testing

What advice would you give someone, who is considering a career as a tester, either from a different career, or a school/college leaver?

Just do it! Anyone who has an interest in software testing should go for it, and is an easy and great way to enter the IT Industry, do some learning and undertake the ISTQB qualification, however don't see it as a single option to develop yourself as a tester.

How do you see yourself developing yourself even further? And what plans do you have for further developing yourself?

I am constantly engaged with online platforms, continually developing myself so I can stand out from my competitors, undertaking different courses like project management, stakeholder analysis, understanding project processes to help understand the business to help write business cases and the organisations I work for.

I have also undertaken business analysis to help me understand how the requirements are gathered. I am also looking to develop as a Test Manager as well as a SCRUM Manager.

You have undertaken the Software Testing in the Real World course, run by Testing Academy. How have you found this course, how have you developed as a tester, and what areas of testing did you learn on the course, which further developed your skills as a tester?

Doing the course with Testing Academy was one of the best decisions I have made while changing my career. With Testing Academy, I learnt a lot that made me who I am in Testing. I learnt a lot. It opened my eyes about testing and what are required. With the course, I learnt

SDLC, STLC, What testing is all about, types of Testing (Functional and non-functional), Test strategy and test plan. Skills required in testing, Types of Software development methodology etc. The tutors are knowledgeable.

You have undertaken a degree in marketing and a masters in Human Resource Management/ Personnel Administration. What skills have you learnt on your degree and masters courses, have you transferred to developing a career as a tester?

Absolutely, there are a lot of skills I learnt on these courses that are helping me in my career today. Professionalism. Dealing issues in a professional manner. I am highly professional in dealing with issues. A great eye for detail. This is one of the key skills in HR as you need to be extremely careful while processing individuals' data. This has made me to be very conscious in anything I am working on. An eye for detail is the key skill required in Testing. I can easily find bugs that another missed.

Good communication, In HR and Marketing, I learnt that there are different levels of communication-Board, Managerial and shopfloor levels. This way of communication taught me how to approach different colleagues while communicating with them. This allows me to create an easy relationship with people especially the developers.

Marketing taught me good customer service, and this skill help me in testing career to approach people including directors with confidence. I have won awards as best employee due to good customer service.

I also learnt about time management, being flexible, Great team player, customer centric a lot of them. Yeah, HR and Marketing experience hepled me a lot in my Testing career.

Have you delivered any talks about testing, as well as any other areas, and if so, how have you developed and what have you learnt? Are you also involved with different testing communities and/or networking groups?

I have delivered a speech in WomenInTec, I was approached in March to deliver a speech by QA TechTalks. I did talk about "Why there is need for WomenInTech". It was a fantastic experience. I enjoyed it.

I am in automation testing forum, testing academy forum where we share ideas and help one another.

What ideas do you feel, the testing community could undertake to develop diversity and inclusion in testing?

Building a mentoring community: Every great community needs mentors. Mentors voice can help overcome challenges for their community members.
Language Training empowerment: Workforce today is global and the working language is mainly English. There is need for online education providers to help non-native speakers acquire confidence

Creating an apprenticeship scheme that does not have age boundary (limit) and giving at least a substantial pay that will encourage older people with families to engage on it. Majority of non-native speakers struggle to succeed in interviews.

Outside of software testing are there any interests you have? And do you have any goals you are pursuing?

I have interest in a lot of things. I love writing and reading. I have written books both fictional and non-fictional. I write poems and stories. I am a member of Toastmaster international club where I make speeches and evaluate other people's speeches too. I am planning to be an inspirational speaker. I was invited to be a keynote speaker in an event in Italy. Planning towards it.

I am also a health advocate, I have a Youtube Channel for Health and well-being. I will launch my podcast soon.

__Joy Aguguo__ is a Software Test Engineer at Animal Friends Insurance. Joy has developed a successful career as a tester, transitioning from working in different industries like HR and has undertaken a masters in Human Resource Management/ Personnel Administration at De Montfort University. Her story serves as an inspiration for anyone wishing to develop a career as a tester from a different industry and what you can achieve if you put your mind to something.

Joy has also written books (both fiction and non-fiction), including the books The Morning Sunset and Project Mastery (which is soon to be published), and is launching a YouTube channel about health and well-being soon.

Did you get your Personal Development Plan email with suggested potential CPD activities?

The BCS Personal Development Plan (PDP) uptake is going well, with thousands of registered users already actively recording their CPD Development Goals, Activities and preferences. It's not just about recording details though, as there is a Resources section that shows live feeds of potential CPD activities, and a tailored email is sent every 2 months with details of the latest videos, articles, blogs, books and research in your specified field of interest. If you haven't registered yet, you can see the content from the latest PDP bulletin for topics relating to solution development and implementation by going to the CPD Portal at: https://pdp.bcs.org/.

The BCS Personal Development Plan is free to use; BCS members can use their Member Secure Area login and password to access it at https://pdp.bcs.org/, and non-members can use most of the facilities (using the same link) and registering to create their own user name and password. You can use it on a PC / laptop or compatible tablet PC or smartphone.