

RL Solutions strives to create a supportive work environment where our employees can excel in their roles and contribute to fulfill RL Solutions' vision. We maintain a positive & fun corporate culture aimed to attract, retain and reward employees for their achievements. Our employees are as diverse as the world's population with representation of women, visible minorities and new Canadians on both the executive team and staff.

Our priorities are to maintain a positive culture that allows our employees to perform at their best and to continue attracting talent and creating opportunities for employees to enhance their skills. We measure this by high employee satisfaction scores and a low attrition rate.

## Quality Assurance Analyst

### Position Summary:

Would you like to be part of a team that is redefining the Healthcare IT industry? Do you have the technical knowledge, systems integration testing experience, custom IT project background and automated testing skills necessary to deliver industry-leading solutions? As a Quality Assurance Analyst, you will have the exciting opportunity to work closely with the R&D team to develop and execute manual and automated tests to validate complex functionality for the rL Solutions products and other project deliverables.

Your responsibilities will include requirement reviews for testability, test planning, status meetings, defect reporting, tracking and resolution, performance benchmarking, and continuous QA improvement activities. The ideal candidate will have extensive experience with automated testing tools, passion for finding bugs, enjoys a software development environment and communicates well with a diverse team.

The right candidate will be joining a project team that is responsible for delivering a very important development project.

### Job Responsibilities:

- Design, develop, execute and evaluate manual and automated tests for functional, system, regression and performance testing. Our test framework uses the latest HP (Mercury) automated testing tools and technologies, and a programmatic approach.
- Develop, document and maintain test deliverables (Test Requirements, Test Plans, Test Design Specifications, Test Case Specifications, Test Procedures, Test Logs, Test Status and Test Summaries)
- Build the necessary test cases and scripts from internal user specifications, R&D documentation, or/and verbal communication
- Gather and understand technical requirements from different sources – Product Management, R&D, Client Services, Technical Support, IT
- Set up and configure test environments, including relevant test data
- Identify, log and track issues in the defect tracking system. Communicate and follow up with issues, ensuring that these are either resolved or escalated to the QA Manager, Project Manager or the appropriate R&D team member.
- Record all test results and report test status at weekly team meetings
- Adhere to established QA team best practices, processes and methodologies
- Select and apply appropriate analysis techniques as they pertain to the testing life cycle
- Work closely with the project team members to address quality issues
- Work closely with the Project Leader to ensure QA deliverables match the overall project timelines

- Work with the client IT and QA teams to coordinate system integration and other collaborative testing
- Create high-level documentation for clients to demonstrate our testing integrity
- Work effectively with all members of the project or product team to accomplish shared goals
- Other duties as required

**Essential Skills and Qualifications:**

- Bachelors Degree in Engineering, Computer Science or other computer related discipline
- 7+ years in the following areas of software testing: integration, user acceptance, performance, functional, system, regression
- 5+ years of systems integration, custom development or IT consulting work
- 3+ years of ASP.NET Web applications testing and WCF Web services testing
- 3+ years of automated software testing and VB Script programming, especially with HP's testing tool (Mercury)
- QA working experience in Scrum/Agile SDLC/Rapid Application Development environment
- Testing certification an asset
- A solid understanding of relational databases
- Practical experience with Microsoft Windows OS (Windows 2003/2008/XP/Vista/7), Microsoft SQL Server 2000/2005/2008, IIS, MS Office. .NET, HTML, XML, JavaScript
- Good knowledge of QA methodologies and software development life cycle
- Good knowledge of automated testing frameworks, test automation processes and fundamentals of test automation
- Ability to set up and configure test environments on virtual machines
- Highly detailed oriented with strong time management and prioritization skills
- Proactive verbal and written communicator who can relate to both technical and non-technical teammates
- Independent worker who does not require active oversight or management  
Works well under pressure and tight deadlines
- Quick learner who enjoys new technologies and ways of approaching problems

**Benefits:**

- Work for a leading healthcare IT organization (Ranked #4 in the 50 Best Small and Medium Employers in Canada study)
- Work as part of a high-energy, enthusiastic team
- Competitive benefits package, compensation and bonus structure
- Tremendous growth opportunities
- Located in the heart of downtown Toronto and accessible by public transit

**Please note that candidates selected for a first interview will be asked to answer a technical skills assessment test.** If you are interested in working for a growing industry leader with a strong focus on people, please apply in confidence with your resume and covering letter to [rl-jobs@rl-solutions.com](mailto:rl-jobs@rl-solutions.com).