

Job Description – IFB Senior Test Analyst

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| Department | Business Change |
| Grade | 10 |
| Reporting to | IFB Programme Test Manager |
| Direct reports (yes or no) | No |
| WTW Code | AID050-P2-10 |

Job Purpose

The Senior Test Analyst is a hands-on testing role responsible for analysing requirements and designing, writing test scenarios and executing test scripts in line with the programme test strategy. The role supports the Test Manager by getting involved in day-to-day test activities within assigned scope, including functional, integration, UAT, regression, and data migration testing.

The Senior Test Analyst plays a critical role in assuring solution quality by validating business processes, integrated workflows, and migrated data, while providing clear test evidence, defect detail, and progress reporting.

Key accountabilities

Hands-on test analysis & design

- Analyse business requirements, epics, user stories, and acceptance criteria to derive detailed test conditions, scenarios, and test scripts aligned to the agreed test strategy.
- Design test coverage across functional, integration, end-to-end, and regression scenarios, highlighting gaps and risks to the Test Manager.
- Maintain traceability between requirements, test scenarios, test execution and defects.

Test execution

- Execute scripted and exploratory tests across multiple test phases (feature testing, UAT, regression, model office).
- Capture clear, auditable test evidence to support governance and assurance activities.
- Support business users during UAT by explaining scenarios, guiding execution, and

Key accountabilities

validating outcomes.

Data migration testing

- Perform hands-on testing of data extraction, transformation and migration activities.
- Validate migrated data through reconciliation techniques such as record counts, field-level checks, sampling and exception reporting.
- Support migration cycles and cutover rehearsals, raising data quality issues and supporting retesting following fixes.

Defect management

- Raise high-quality defects in Jira with clear reproduction steps, expected vs actual results, and supporting evidence.
- Actively manage defects through triage, retest and regression, working closely with developers and business SMEs.
- Escalate critical defects, trends and blockers to the Test Manager in a timely manner.

Test support & coordination

- Support the Test Manager with test planning activities, including estimating effort and sequencing test execution within assigned scope.
- Assist with test environment and test data readiness checks ahead of each test phase.
- Work closely with business users, SMEs and third-party delivery teams during test prep, test execution phase.
- Support offshore based vendor testing activities by validating outputs, evidence and fixes.

Reporting & assurance

- Maintain accurate execution status and defect metrics for assigned test scope.
- Contribute to test progress reports and Go / No-Go inputs with clear commentary on risk and quality.
- Ensure testing aligns with programme governance, quality gates and audit expectations.

Role requirements

- Strong experience as a hands-on Senior Test Analyst on complex business or data-driven programmes.
- Proven ability to write detailed test scenarios and scripts from requirements and user stories.
- Solid experience executing functional, integration, UAT and regression testing.
- Demonstrable experience in data migration testing, including reconciliation and data validation techniques.
- Strong defect management experience using Jira (or similar tools).
- Experience working closely with business users, developers and third-party suppliers.
- Comfortable working within structured test governance and delivery frameworks.
- Experience in insurance, fraud detection/prevention, intelligence systems or case management platforms.
- Ability to write basic SQL queries to support data validation and defect investigation.
- Familiarity with Agile delivery and sprint-based testing.
- ISTQB Foundation or equivalent qualification.
- **Hands-on and detail-focused:** enjoys working directly with requirements, data and systems.
- **Proactive:** identifies risks early and raises them with clear evidence.
- **Collaborative:** works effectively with business and technical teams to resolve issues.
- **Quality-driven:** takes pride in producing robust test assets and reliable assurance.