

Tester Evaluation Service

Test and Data Services has interviewed, assessed and had experience with industry testers at all levels of testing skill, specialisation and seniority. We believe that this focus on testing has enabled us to, more frequently than other organisations, fairly assess each tester's current situation, and to even assess their future potential within an organisation.

The Tester Evaluation Service allows management within a testing division to identify skills shortfalls within a tester, and to confirm existing skills and strengths that are present. The balance of technical and interpersonal skills that each tester has can be identified, and these results can be used to guide management in creating balanced testing teams, or to pinpoint high-performing staff for promotion or increased responsibility.

The basis of the evaluations is derived from our own proprietary staff selection and evaluation processes. It is these processes that have, on balance, given us market recognition for superior testers.

This know-how is now available in the form of our **Tester Evaluation Service** to corporates in need of strong testing skills and teams.

The technical evaluation of each tester takes into account eight technical dimensions of testing, which are:

- Test design
- Test techniques
- Test planning
- Test reporting
- Test management
- Process and methodology
- Standards
- Technical proficiency

A soft skills evaluation of each tester looks at areas such as:

- Overall impression
- Attitude
- Personality profile (aspirations, drive, confidence, leadership potential, initiative and style)
- Behavioural preferences
- Communication
- Professionalism

Each tester is evaluated against the most applicable one of many job levels corresponding to:

- Junior tester
- Tester
- Senior tester
- Junior test analyst
- Test analyst
- Test manager
- Technical testing specialist
- Test consultant

Each tester is evaluated in a one-hour interview by a Test and Data Services technical consultant, and then another one-hour interview with a Test and Data Services human resources consultant.

For maximum benefit, two evaluations are recommended, an initial two-hour evaluation as described, and then a follow on one-and-a-half hour evaluation six to eight months later.

Results are presented in a report that contains a graphical summary per candidate and then also provides group outcomes at a glance. Typically radar charts plot individual scores and progress, and histograms show relative positioning of testers per measured area, per testing role.

Pricing:

First evaluation per tester (total interview time 2 hours): R850.00 excl VAT.

Second evaluation per tester after six to eight months (total interview time 1.5 hours): R700.00 excl VAT.

Total price per tester is therefore R1550.00 excl VAT for two evaluations.

Pricing is subject to the client organising four sequential candidates at a time, in back-to-back one-hour interviews during a time continuum (for example 08:00 to 12:00 on agreed mornings).

Minimum of four candidates required per interview morning. Ten percent discount for 24 or more candidates **on the same order**. Payment terms: 14 days from placement of order.

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