

Senior Test Analyst – Applications & Delivery

Horopaki | Context

Kaunihera Taiao ki Waitaha | Canterbury Regional Council, also known as Environment Canterbury, is the Regional Council for the largest region in Aotearoa/New Zealand, covering an area of 44,500 square kilometres, with a population of approximately 700,000.

As a regional council, we are responsible for managing natural resources including air, soil, water and land. We work in partnership with mana whenua Ngāi Tahu to protect the health of our environment to ensure a sustainable and prosperous future for our region.

The region's evolving environmental and political context means we will continue to be agile and adaptive, as we respond to regulatory and environmental changes.

Our mahi (work) is organised around the delivery of our three core services:

- Environmental Regulation and Protection
- Community Preparedness and Response to Hazards
- Public Transport

We are guided by our strategic drivers (pou):

- Putting the community and our customers at the heart of everything we do
- Growing our relationship with mana whenua into a true partnership
- Maturing our governance model and understanding of our political environment
- Removing pain for our people (and customers) by improving our systems and processes.

Our mahi is also underpinned by our values:

- Kaitiakitanga (stewardship)
- Pononga (integrity)
- Manaakitanga (people first)
- Whanaungatanga (collaboration)
- Māiatanga (can do).

Aronga | Purpose

The purpose of the Senior Test Analyst is a recognised specialist in software quality assurance and test automation. The role provides independent assurance that Environment Canterbury's digital applications, platforms, and integrations are robust, secure, accessible, and meet organisational, legislative, and community expectations.

Operating with a high degree of autonomy, the Senior Test Analyst is responsible for defining and applying testing strategies, implementing automation, and conducting both functional and non-functional testing. The role provides advice and assurance to delivery teams, governance forums, and vendors, and contributes to the uplift of testing maturity across the organisation.

By embedding a quality engineering mindset and best practice assurance, the Senior Test Analyst supports ECan's ability to deliver reliable, user-centred digital solutions that protect the environment, enable sustainable development, and serve the Canterbury community.

Ngā Haepapa | Accountabilities

Test Strategy & Planning

- Define and document test strategies for complex, multi-system projects and digital platforms, including SaaS and cloud-based solutions.
- Translate user stories, acceptance criteria, and requirements into structured test scenarios and automation strategies.
- Identify risks, dependencies, and compliance requirements, providing recommendations to delivery teams and governance groups.
- Ensure testing aligns with public sector requirements, including the Privacy Act 2020, Public Records Act 2005, and NZ Government Web Accessibility Standards.

Test Execution & Assurance

- Perform functional, regression, integration, exploratory, performance, and security testing across applications, integrations, and GIS systems.
- Validate data flows, transformations, and reporting outputs to ensure data integrity and quality.
- Provide independent assurance of release readiness, including evidence-based reporting to project managers, product owners, and governance groups.
- Detect, document, and manage defects, ensuring resolution prior to release.

Test Automation & Tooling

- Develop, maintain, and enhance automated regression and smoke test suites.
- Integrate automated tests into CI/CD pipelines to support continuous delivery and DevOps practices.
- Select and apply industry-standard tools (e.g., Cypress, Selenium, Playwright, Postman, JMeter, Azure DevOps).
- Promote “shift-left” practices, embedding testing and quality assurance earlier in the development lifecycle.

Non-Functional Testing

- Undertake performance, load, resilience, and security testing to ensure solutions are stable, scalable, and future-ready.
- Support penetration and vulnerability testing in partnership with security teams and external providers.
- Provide assurance that cloud and SaaS applications meet security, access, and compliance requirements

Reporting & Communication

- Provide clear, evidence-based reporting of test outcomes, coverage, and defect trends.
- Advise stakeholders and governance groups on quality risks, compliance issues, and readiness for release.
- Maintain accurate documentation to support audit, compliance, and organisational knowledge management.

Collaboration & Organisational Impact

- Partner across Agile delivery squads, including developers, business analysts, product owners, architects, and project managers.
- Collaborate with vendors and SaaS providers to ensure outsourced solutions meet ECan’s quality and compliance standards.
- Support business stakeholders during User Acceptance Testing (UAT).
- Mentor colleagues and share expertise to uplift testing and automation capability across the Digital Solutions team.

Continuous Improvement & Innovation

- Lead initiatives to improve testing maturity, automation coverage, and efficiency across projects.
- Stay current with testing, automation, and DevOps trends to recommend improvements in tools and practices.
- Champion a culture of quality assurance within the Digital Solutions team and across the organisation.

Toitū Te Tiriti | Treaty Partner Excellence

- Deliver outcomes that underpin and give effect to achieving Ngāi Tahu cultural and environmental aspirations, including but not limited to, mahinga kai and revitalisation programmes.
- Connect with our Ngāi Tahu partner to ensure understanding of Ngāi Tahu aspirations and priorities so that there is genuine input and contribution, which can be considered in mahi programme development and prioritisation.
- Demonstrate openness and courageousness in approaching issues and in co-design of processes and systems, supporting thought leadership that can give effect to the progression of the partnership.
- Contribute toward our effective, strong and valued relationship with all Papatipu Rūnanga within Waitaha/Canterbury and Te Rūnanga o Ngāi Tahu, to demonstrate our commitment to recognise and provide for the kaitiaki/responsibility Ngāi Tahu has for the natural environment. This will include sharing of knowledge and information, creating opportunities for increased participation in decision-making processes, effective engagement and development of existing working relationships.
- Support the organisation's cultural capability journey, leading by example and identifying clear priorities, expectations, and development opportunities for individual capability; planning and aligning work to support organisational cultural capability across all aspects of delivery.

Hauora me te Marutau | Health and Safety

The health, safety and wellbeing of our kaimahi and community is a priority for the Council, and we proactively implement robust health and safety practices. To meet our legal obligations, you must:

- Understand the health and safety and risk obligations that rest with this position, and care for your own health, safety and wellbeing and that of others you may interact with.
- Ensure awareness of, and compliance with, legislative and operational standards, policies and guidelines, including the Council's code of conduct.
- Maintain an enquiring mind, undertake your own due diligence, and apply your knowledge of best practice to ensure a detailed understanding of any risks associated with this position.
- Ensure that relevant certifications are maintained, if applicable.

Hononga ā-Mahi | Working Relationships

Kai rō Kaunihera | Within the organisation

- Accountable to Team Leader – Applications and Delivery (Manager)
- Developers, Business Analysts, Product Owners, Architects, Scrum Masters
- Programme and Project Managers
- Information, Data & Analytics teams
- Business stakeholders across Environment Canterbury

Kai waho i te Kaunihera | Outside the organisation

- Contribute toward our effective, strong and valued relationship with all Papatipu Rūnanga within Waitaha/Canterbury and Te Rūnanga o Ngāi Tahu.
- Demonstrate Council's commitment to recognise and provide for the kaitiaki responsibility Ngāi Tahu has for the natural environment. This will include sharing of knowledge and information, creating opportunities for increased participation in decision making processes, effective engagement and development of existing working relationships.
- Vendors and solution partners delivering digital products or services
- Testing tool providers and consultants

Ngā Herenga Motuhake | Special Conditions

As a regional council, we have a specific requirement to provide a civil defence function for Waitaha. Kaimahi are required to be available to assist, support or be associated, as reasonably required, with any Civil Defence emergency or any exercise organised in relation to this function.

Additionally, all kaimahi are expected to assist, support and respond, as reasonably required, to any event where the Business Continuity Plan is activated.

Māngai Whakahaere | Delegations and Authorities

Where specified, this role has delegated authority to make decisions in accordance with Council-approved delegations, and authority for decision making in accordance with policies and guidelines for financial, people management and media-related activities.

Additional specific delegations may be given by the Chief Executive to the Chief People Officer on people and safety matters from time to time.

Ngā Āheitanga | Capabilities

Tohu Mātauranga | Qualifications

- Tertiary qualification in Information Technology, Computer Science, or a related discipline, or equivalent practical experience.
- ISTQB or similar software testing certification (desirable).
- Training or certification in Agile/Scrum delivery practices (desirable).

Mātau ā-wheako | Experience

- Extensive experience in software testing and quality assurance within enterprise or public sector environments.
- Proven experience developing and applying test strategies for complex, multi-application projects.
- Strong expertise in test automation frameworks and CI/CD integration.
- Experience with performance, load, and/or security testing.
- Familiarity with API testing, data validation, and GIS system testing.
- Demonstrated ability to provide independent assurance and influence delivery and governance decisions.
- Knowledge of NZ public sector compliance obligations (Privacy Act 2020, Public Records Act 2005, NZ Web Accessibility Standards).
- Experience working with cloud platforms (Azure, AWS) and SaaS solutions.

Ngā Pūkenga Matatau | Core Competencies

Specific behaviours at the Senior Test Analyst level sit beneath each of the following organisational competencies.

Customer Focus	Ensuring that the customer perspective is a driving force behind decisions and activities. Initiating and maintaining relationships inside and outside the organisation.
Business Acumen	Using an understanding of the organisation's position to contribute to effective strategies and tactics by using economic, financial and industry information. Thinking from the ratepayers' perspective.
Achieving Outcomes	Translating strategic priorities into operational reality; aligning communication, accountabilities, resources, internal processes and ongoing measurement systems to ensure that strategic priorities yield measurable and sustainable results.

Leading Change	Identifying and driving organisational and cultural changes needed to adapt strategically to changing demands, technology, and internal initiatives; using new approaches to improve results by transforming organisational culture, systems, or services.
Common Purpose	Working towards a compelling view of the future by engaging with the organisation's vision; understanding and aligning to the common purpose.
Building Capability	Attracting, developing, engaging, and retaining talented individuals allowing the organisation to meet current and future organisational challenges. Sharing authority, responsibilities and decision making to enable individuals to stretch their capabilities and accomplish strategic priorities.

The above statements are intended to describe the general nature and level of work being performed; they are not an exhaustive list of all responsibilities, duties and skills required of the position and incumbent. From time to time the incumbent will be required to accept and carry out other duties.

Band / Grade
6 / 16

Position Code
SERVIN.134

Last Updated
October 2025

I agree to undertake the responsibilities detailed in this job description:

Ingoa | Name:

Waitohu | Signature:

Rā | Date Signed: