

Join a team that is making a difference.

We are looking for: Agile Tester (QA Analyst)

Chatham Financial

Chatham Financial is the largest independent interest rate and foreign exchange risk management consulting company, with offices in the USA, UK, Singapore and Poland. Our 200+ professionals provide a full range of capital markets advisory services, annually advising more than 1,000 clients on over 8,000 transactions and \$385 billion worth of transactions on behalf of our clients. As a global consulting firm, we are committed to bringing fairness and transparency to financial markets. We believe in investing in our people and building long-term relationships with each of them; consequently, our firm has experienced low employee turnover since our founding in 1991.

While we are not a software company, we view technology as critical part of our value proposition, with our technology group forming 20% of our workforce. We develop applications for in-house and external use in partnership with expert end users. Our software is highly technical in order to match the complexities of the business. We are looking for people whose passion for people and software will help us to continue to innovate and add value to the whole company.

Company Values

Chatham has worked hard to create a distinctive environment that values people, teamwork, integrity, and hard work. The core values that create this exceptional environment include:

- We always strive to do what is right, just, and fair, even when no one is looking.
- We would rather be governed by principles than rules. As a result, we have little bureaucracy.
- We believe leadership should be gained through influence and personal character, not by title. Leaders exist for the benefit and growth of their followers, not the other way around. As a result, we have a very flat, non-hierarchical, team-oriented organization.

Our interview and employment process is designed to attract people who can constantly embody the core values that we represent. Every member of our team must be completely trustworthy, possess high ethical standards, be a great team player, and have a desire to serve others.

The Krakow, Poland Office

The Krakow Office, founded in June of 2007, is not an outsourcing operation. Rather, we play a major role in serving Chatham's clients as part of a global team. Team members' responsibilities vary depending on their skills and interests in regards to the range of services provided, from data and process-oriented tasks to quantitative and analytical work.

Unlike traditional shared services offices, our office is an integral part of the Chatham worldwide organization, involved in interesting, intellectually challenging, and highly impactful work. Analysts in our Krakow Office work very closely with team members from the U.K. and the U.S. and are valued as equals.

Job Summary

Chatham Financial is seeking an agile tester to work as a member of our distributed agile software development teams. Chatham testers are hands-on testers who are members of development teams and work in a dynamic and heavily collaborative environment.

Testers at Chatham are expected to be technical problem solvers. Agile tester is a technical position. Testers are expected to be able to program automated tests and to develop tools to assist with testing and to improve efficiencies.

At Chatham, we realize that quality cannot be tested into software, and testers do not wait for software to test. At Chatham, testers are heavily involved with all aspects of development. Early in sprints, testers work closely with business users and developers to create testable user stories that are used to assist developers

and to prepare for testing. Other tasks include developing and implementing test strategies, developing manual and automated tests, and providing immediate feedback to developers.

Responsibilities:

- Develop and analyze automated tests
- Verify complex financial models using manual and automated testing techniques
- Lead testing projects as an embedded member of an agile development team.
- Build automated tests and maintain the automation framework
- Work with business users to develop testable user stories that can be used by developers and for verification.
- Perform root-cause analysis of issues found in software
- Develop and maintain testing tools
- Continually improve the testing and development processes
- Train in Chatham's Pennsylvania office with sister test and software development teams

Required Attributes/Skill Set:

- Software testing skills, knowledge, and/or experience
- Individual must have solid mathematical abilities and be comfortable using math in their day-to-day activities
- Programming skills and experience in at least one language. Chatham testers are expected to be self-sufficient tool builders and problem solvers. Common languages include VBA/VB script and Ruby (or other object-orientated languages).
- Good people and communication skills are essential – this individual should expect significant interaction with end users and developers.
- Must be flexible and enjoy the challenge of managing rapid change
- Candidate should possess excellent organizational skills
- Ability to write basic SQL queries
- Must have a well developed sense of how to achieve high levels of quality while avoiding excessive bureaucracy
- Good English language skills are essential.

Desired Attributes/Skill Set:

- Education or experience with finance, especially derivatives and hedging.
- Successful experience developing automated tests. This includes developing automation code and designing good automated tests that run reliably and robustly.
- Experience with open-source community
- Services testing experience
- Up to date on trends in software testing
- Bachelor's degree or higher is strongly preferred, although we retain an open mind as to the major

If you are interested in joining us please send your **CV and cover letter in English along with your GPA** (Grade Point Average) to the following address:
polandrecruiting@chathamfinancial.com.

Please include the name of the position you are applying for in the subject line of the e-mail. We would be more than happy to answer any questions you might have so please do not hesitate to contact us.

Please attach the below clause to your application:

Wyrażam zgodę na przetwarzanie moich danych osobowych zawartych w mojej ofercie pracy dla potrzeb niezbędnych do realizacji procesu rekrutacji przez Chatham Financial Sp. z o.o. zgodnie z Ustawą z dn. 29.08.1997 r. O Ochronie Danych Osobowych (Dz.U. nr 133 poz. 883).