**THE COMPANY:**

Founded in 1997, Insurance Systems Inc. (ISI) is a boutique software provider to the Property & Casualty insurance industry. Our insurance software suite, ISI Enterprise, was built in-house by our dedicated team of software architects, developers, business analysts & quality assurance analysts with guidance from our phenomenal leadership team. Today, we have several successful implementations in the USA and Canada, and we are looking to increase the size of our team.  
  
We pride ourselves on our strong corporate culture, work ethic, and finding the right fit for our team whose average tenure is over 9 years. Working as a team we constantly strive to exceed customer expectations while creating an enjoyable working environment. We offer reimbursements for education and professional development, performance-based bonuses, an early start to long weekends, and summer flex hours.

RSM Macedonia is looking for an **Associate Automated Test Developer** for our renowned client Insurance Systems Inc. (ISI).

**Associate Automated Test Developer**

**THE ROLE:**

Insurance Systems Inc. (ISI) is seeking a dynamic individual with a broad skill set in software development to join an exciting Agile Development team working QA Automation for an industry-leading web-based policy administration suite. In this role you will be tasked with designing and developing automated tests to validate the functionality and performance of our application.    
  
**THE LOCATION:**

The successful candidate(s) will join our Technology Team in a full-time role in our Skopje, Macedonian office.  
Our Skopje office is conveniently located in the heart of the city at Partizanski Odredi 15A, Unit 5.

Flexible working arrangement where the candidate can choose to work either from home, from the office or a hybrid of the two. During the training phase, we would expect the candidate to come into the office more often so that they can expedite their learning as we see that training is expedited when it’s done in person.

**THE PERKS:**

* Work in a challenging fast-paced environment
* Learn new technologies and build new tools
* Carrer growth and advancement
* Health Benefits
* Professional development funding
* Performance-based bonuses
* Employee referral program
* Flexible working arrangements (work from office, home, or hybrid)
* Summer-flex Fridays
* Early Closure before long weekends
* Wellness Program

**ROLE RESPONSIBILITIES:**

* As a member of the Automation Agile team you will be responsible for designing, building, updating test automation scripts using Selenium and other tools
  + - * We have built our own Selenium Framework which extends Selenium Web Driver. Using Groovy, you will be responsible for building and updating Selenium Tests.
      * Given a test scenario that will be provided by our Business and/or Development Team, you will build the test to satisfy the requirement.
* Investigate test failures
  + - * When test failures arise, you will debug the issue to determine whether the failure is due to a development, configuration, or infrastructure change and will suggest applicable fixes
* Monitor and report product quality
  + - * Using our Jenkins build tool, you will monitor the results of the nightly automated test and will report failures to the appropriate team.
* Liaise with our Development and Business Teams to resolve test failures
  + - * When failures arise, you will collaborate with the Development and Business Team to resolve the issues.
* Research new technology and patterns and present findings to team
* Support Development and Client Service teams with various automation requests

**BASIC QUALIFICATIONS:**

* Completed or in the process of completing a Computer Science/Engineering program at the University or College level

**ADDITIONAL QUALIFICATIONS:**

* Experience with Automated Testing (Selenium)
* Strong problem-solving and critical thinking skills (The ability to adapt and maintain automated tests as the application evolves).
* Outstanding communication skills and ability to work effectively in a team environment (The ability to effectively communicate Selenium failures with the rest of the team to find a resolution and the ability to collaborate with other members of the team).
* Willingness to learn new technologies.
* Team Player

**TECHNICAL SKILLS:**

* Experience in languages such as C#, Java, Python, JavaScript
* Experience in developing of web application development principles and technologies (HTML & JavaScript)
* Experience in Automating Testing would be an asset.

**References from a previous employer are necessary.**