

VACANCY NOTICE

Pearl Bank is a Commercial Bank whose purpose is fostering prosperity for Ugandans. Our high impact goals are driving sustainable financial inclusion and stimulating entrepreneurship and service. The Bank is growing and giving opportunity for its competent and achievement driven employees as well as the public to fill up the role that has fallen vacant.

POSITION DESCRIPTION

JOB TITLE: SOLUTION QUALITY ASSURANCE ENGINEER

REPORTS TO: MANAGER SOLUTION QUALITY ASSURANCE & DEV'OPS

JOB PURPOSE

- The role holder will ensure the quality, reliability, and security of Pearl Bank's digital solutions by designing, executing, and automating comprehensive test strategies.
- This role holder is also responsible for implementing the "Shift-Left" quality culture, embedding testing early in the Software Development Lifecycle (SDLC) to prevent defects and ensure that the Pearl Wallet, core banking integrations, and customer channels meet the highest standards of functionality, performance, and security before reaching production.

KEY RESPONSIBILITIES /KEY DELIVERABLES

Test Strategy & Planning Execution

- Develop and execute detailed test plans, test cases, and test scripts for functional, regression, integration, and performance testing based on requirements and user stories.
- Collaborate with Business Analysts and developers during the design phase to understand requirements and define testable acceptance criteria.
- Estimate, prioritize, plan, and coordinate quality testing activities for assigned features or projects.

Test Automation & Tooling

- Develop, maintain, and execute automated test suites for front-end (UI) and back-end (API) applications using approved frameworks (e.g., Selenium, Cypress, Rest Assured).
- Integrate automated tests into the GitLab CI/CD pipeline to enable continuous testing and fast feedback.
- Contribute to the development and maintenance of the team's shared test automation framework and libraries.

Manual & Exploratory Testing

- Perform thorough manual testing for features not yet covered by automation, complex user journeys, and usability assessments.
- Conduct exploratory testing to identify edge cases, unexpected behaviors, and usability issues not covered by scripted tests.
- Validate fixes for reported defects and perform regression testing to ensure no new issues are introduced.

Defect Management & Reporting

- Identify, document, track, and report defects clearly and concisely using the team's defect tracking system (e.g., Jira).
- Work closely with developers to isolate, replicate, and troubleshoot issues, providing detailed steps and evidence.
- Report on test progress, test coverage, and defect metrics to the Manager and project stakeholders.

Quality Advocacy & Collaboration

- Champion quality best practices within Agile teams, participating in sprint ceremonies (planning, stand-ups, retrospectives).
- Collaborate with DevOps Engineers to understand the deployment pipeline and ensure test environments are stable and representative.
- Work with the Information Security team to support and execute security testing protocols as part of the DevSecOps process.

BUSINESS BEHAVIOURS

- **Passion:** Committed to excellence, delivering outstanding results and making a positive impact on our customers and stakeholders.
- **Teamwork:** Collaborates, mutual respect, and diverse perspectives, to achieve shared success and deliver greater value to the Bank.
- **Integrity:** Uphold honesty, transparency, and accountability, ensuring ethical practices in every action.
- **Innovation:** Embrace creativity and forward-thinking, continually seeking new solutions to enhance customer experience and drive business growth.

QUALIFICATIONS, EXPERIENCE AND COMPETENCIES REQUIRED

- Bachelor's degree in Computer Science, Software Engineering, Information Technology, or a related field.
- A minimum of two years' experience in software engineering or software quality assurance, with hands-on experience in both manual and automated testing.
- Proven experience in test automation using at least one modern framework (e.g., Selenium WebDriver, Cypress, Playwright).
- Experience with API testing (RESTful services) using tools like Postman or Rest Assured.
- Understanding of Agile/Scrum methodologies and experience working in an Agile team.
- Exposure to or understanding of CI/CD concepts and integrating tests into a pipeline.
- Experience in banking, financial services, or regulated industry is a strong plus.

THE FOLLOWING DOCUMENTS SHOULD ACCOMPANY THE APPLICATION

- Cover letter, Detailed CV, and Copies of academic documents all as one file.

MODE OF APPLICATION

- Online applications addressed to **Chief People & Strategy Officer**, Pearl Bank Uganda.
- Send application to **hr@pearlbank.com** with job title as subject.
- Closing Date: **Friday 13th February 2026 at 5:00pm.**
- Only shortlisted candidates will be contacted.

Pearl Bank Uganda Ltd is an equal opportunity employer