

QA Automation Architect

QA

SMB

Enterprise

[Company Name] is seeking a QA Automation Architect to define and lead our test automation strategy across web, API, and mobile platforms. You will design scalable test frameworks, mentor QA engineers on automation best practices, and integrate comprehensive testing into our CI/CD pipelines. This role is ideal for a senior quality engineer who can think architecturally about testing and drive a culture of quality across the organization.

Key Responsibilities

- Design and implement scalable test automation frameworks for web, API, and mobile applications
- Define the organization's test automation strategy including tool selection, patterns, and coverage goals
- Integrate automated test suites into CI/CD pipelines with clear pass/fail gates and reporting
- Mentor and train QA engineers on automation best practices, code quality, and framework usage
- Establish test data management strategies and environment provisioning for reliable test execution
- Collaborate with development teams to improve testability of applications through design feedback
- Monitor and optimize test suite performance including execution time, flakiness, and maintenance cost

Required Skills & Experience

- 5+ years of experience in QA automation with at least 2 years in an architecture or lead role
- Expert-level proficiency with test automation frameworks (Selenium, Playwright, Cypress, or Appium)
- Strong programming skills in JavaScript/TypeScript, Python, or Java for test code development
- Experience designing page object models, API test frameworks, and data-driven testing patterns
- Deep knowledge of CI/CD integration for test automation (GitHub Actions, Jenkins, GitLab CI)
- Understanding of performance testing tools and approaches (k6, JMeter, or Gatling)
- Experience with test reporting and analytics dashboards
- Knowledge of containerized test environments using Docker

Nice-to-Have

- Experience with visual regression testing tools (Percy, Chromatic, or BackstopJS)
- Familiarity with contract testing (Pact) for microservices architectures
- Knowledge of chaos engineering and resilience testing practices
- Experience with accessibility testing automation (axe-core, pa11y)
- Background in ISTQB certification or structured test management methodologies

Tech Stack

Playwright

Cypress

Selenium

TypeScript

k6

Docker

GitHub Actions

Allure

Postman

What We Offer

- Competitive salary and equity package
- Flexible remote or hybrid work arrangement
- Health, dental, and vision insurance
- Annual learning and development budget
- Generous PTO policy

Interview Process

1. Recruiter phone screen (30 min) — role fit and logistics
2. Technical phone screen (45 min) — automation strategy and framework design discussion
3. Architecture exercise — design a test automation framework for a given application architecture
4. On-site or virtual loop (3 hours) — code review of test code, CI/CD integration discussion, and team fit
5. Offer and reference checks