

# Software Development Engineer in Test (SDET)

QA Enterprise

We are looking for a Software Development Engineer in Test (SDET) to build and maintain our test automation infrastructure. Unlike a traditional QA role, this is a software engineering position focused on creating scalable test frameworks, custom tooling, and CI/CD integrations that enable the entire engineering organization to ship with confidence. You will write production-quality code — but your product is quality itself.

## Key Responsibilities

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- Design, build, and maintain scalable test automation frameworks used across multiple engineering teams
- Develop automated test suites at every level: unit, integration, API, end-to-end, and performance
- Create custom test tooling and utilities to reduce test authoring time and improve test reliability
- Integrate automated tests into CI/CD pipelines with intelligent test selection and parallelization
- Define and enforce code quality standards for test code, including code reviews for test contributions
- Analyze test results, identify flaky tests, and maintain high test suite reliability
- Partner with platform and DevOps teams to optimize test infrastructure (test environments, data seeding, parallel execution)

## Required Skills & Experience

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- 4+ years of software engineering experience with at least 2 years focused on test automation
- Strong programming skills in Java, Python, TypeScript, or C# — able to write production-quality code
- Experience designing and building test automation frameworks from scratch (not just using existing ones)
- Deep knowledge of testing patterns: page object model, data-driven testing, contract testing, fixture management
- Proficiency with CI/CD systems (Jenkins, GitHub Actions, GitLab CI) and test pipeline optimization
- Experience with API testing and contract testing tools (Postman, Pact, REST Assured)
- Strong understanding of software architecture and how it impacts testability

## Nice-to-Have

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- Experience with performance and load testing frameworks (k6, Gatling, Locust)
- Knowledge of visual regression testing tools (Percy, Chromatic, Applitools)
- Experience building test data management solutions
- Contributions to open-source testing tools or frameworks
- Experience with mobile test automation (Appium, Detox, XCUITest)

## Tech Stack

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## What We Offer

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- Competitive salary and equity at [\[Company Name\]](#)
- Opportunity to build test infrastructure used by the entire engineering org
- Annual learning budget for conferences and certifications
- Flexible remote work with optional in-office collaboration days
- Comprehensive health, dental, and vision insurance
- Generous PTO, parental leave, and sabbatical program

## Interview Process

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1. Recruiter phone screen (30 min)
2. Technical conversation with QA/Test Engineering lead — discuss framework design experience (45 min)
3. Coding exercise: build a small test automation solution for a sample application (90 min, take-home or live)
4. System design round: design a test automation architecture for a microservices application (60 min)
5. Culture and values conversation with hiring manager (30 min)