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Job Title: Software Test Engineering Team Lead
Department: Software Engineering
Reports To: Director, Software Engineering
FLSA Status: Exempt

About Us

Founded in 1997, Vuzix is a growing, dynamic company that specializes in the design and manufacture of smart glasses and augmented reality (AR) technologies and products for the consumer and enterprise markets. Company products offer a portable and high-quality viewing experience for applications in augmented reality, digital information, video viewing, utility, entertainment, and gaming.

Position Summary: As a Software Test Engineering Team Lead, you will be responsible for team member development and planning and managing the work for a small team of Test Engineers (4-8). The candidate will need to balance team leadership responsibilities with personal hands-on test execution, and process and tools evolution. The candidate will be responsible to guide team members in tactically planning, developing, and executing test plans that prove the functional and non-functional software meets the requirements and fits its purpose. The candidate must be an energetic self-starter with a passionate interest in manual and automated testing for embedded application software with a strong commitment to quality and continuous improvement. The individual must demonstrate effective interaction with multidisciplinary teams and delivering test results for a variety of products and applications in a rapid, concurrent development and product commercialization environment.

Essential Duties and Responsibilities:

- Lead, guide and develop team members, including performance management and appraisals and team member coaching
- Guide the team and organization overall into the future in terms of test process and tools development
- Provide clear and accurate estimates of testing activities for release planning and prioritization
- Closely collaborate with Director of Software Engineering, Software Architect & Software Engineering Leads
- Understand and help refine the product requirements
- Design, develop, and execute manual test cases and test plans for smart glasses hardware and software applications at the component, integration, and full system product level
- Develop and guide team members in the development of proper manual test cases, procedures, and test methods, either in authoring or in providing a value-add quality review of written code
- Evolve test automation tools to complement manual test efforts to ensure overall test coverage
- Assess test cycle scope based on change-based risk and available resources
- Test and prove that the software meets architectural requirements
- Prove scalability and performance of a software

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- Ensure the quality of the system as a whole - consisting of multiple products, glasses and phone apps, app store, etc.
- Generate complete system test documentation
- Detect software defects and missing requirements
- Prepare defect reports and report test progress
- Ensure the usability of the software meets customer expectations
- Ensure successful transition of products/projects to full scale production through the effective software testing and implementation of quality measures prior to production

Competencies:

To perform this job successfully, an individual should demonstrate the following competencies:

- **Written Communication** – Read and interpret written information effectively, write clearly and concisely, adapt writing style for different audiences.
- **Verbal Communication** – Give focused attention to what others are saying, take time to understand what is being said and respond when appropriate without interrupting, speak clearly and effectively express ideas and opinions, adapt and react professionally in both positive or negative situations.
- **Teamwork & Collaboration** – Balance team and individual responsibilities, consider others' views objectively and with openness to changing your own, give and encourage feedback, contribute to a positive team dynamic, prioritize team success over personal interests, work effectively across departments toward company goals.
- **Professionalism** – Interact with others in a considerate manner, follow through on commitments, react well under pressure and preserve confidentiality, control emotions, and accept responsibility, maintain focus on solutions and treat others with respect and consideration regardless of their status or position.
- **Motivation & Initiative** – Demonstrate persistence and ability to adapt to changes in daily workflow and overcome obstacles, ask for and offer help when needed, work independently when required, volunteer readily and look for ways to improve and create successful outcomes, positively contribute to overall work environment.
- **Respect & Integrity** – Treat people with respect, work ethically and with honesty and integrity, inspire the trust of others, demonstrate appreciation and sensitivity for cultural differences, help promote inclusion and understanding of the value of diversity, embrace differences and support a harassment-free environment.

Minimum Qualifications:

- Bachelor's degree in a relevant technical field, such as Computer Science, Software Engineering, Management Information Systems, etc.
- 8+ years of experience in software testing

- Excellent knowledge in test plan design and test strategy, writing test cases, executing test cases, opening bugs, verifying bugs
- Strong interpersonal and communication skills with the ability to solve problems, multi-task and be a hands-on project participant
- Experience in evolving from a largely manual test methodology to the right mix of test automation
- Courageous in trying new and difficult things and suggesting how to make improvements
- Critical thinker and problem-solving skills
- Team player
- Good time-management skills

Preferred Qualifications:
- 3+ years of demonstrated Team Leadership experience
- Active Agile team participation
- Full product lifecycle experience
- Experience handling software updates, patches, and bug fixes within Java and the Android ecosystem
- Experience with networking concepts
- Experience with Bluetooth and Bluetooth Low Energy (BLE)

Supervisory Responsibilities: This position supervises 4 to 8 Test Engineers.

Travel: Negligible

Physical Demands:
- Frequently required to sit, speak, hear, see, and perform repetitive motion (data entry).
- Occasionally required to lift or carry (10 lb. minimum). Reasonable accommodations will be made if possible.
- Work environment is open and collaborative

Other: All Vuzix personnel are required to have received an approved COVID-19 vaccine, subject to certain medical and religious accommodations.

Vuzix Corporation is an equal opportunity employer. We consider applicants without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, or any other legally protected status. We are committed to recruiting and employing the best talent available.