

Test Engineer

Position Description – Auckland

Team:	Portfolio Governance & Assurance	Location:	Auckland
Reports to:	QA Practice Lead		
Role Type:	Permanent		

About Us

KiwiRail's Role in Aotearoa, New Zealand

KiwiRail, a proud State-Owned Enterprise, delivers sustainable and inclusive growth for our customers, communities, and people.

For more than 150 years, rail in New Zealand has connected communities, delivered freight and passengers around the country, and showcased our spectacular scenery to the world. Our purpose—Hononga Whaikaha, Oranga mo Aotearoa (Stronger Connections, Better New Zealand)—speaks to connection with our customers and the future needs of their businesses, connection with the communities we serve and operate in, and connection with each other. KiwiRail is carrying this legacy into the future, delivering connected rail and shipping transport services that create economic, social, and environmental value for New Zealand and New Zealanders.

Our Workplace

At KiwiRail, our values define the behaviour we expect from everyone. We have a team of over 4500 people, and every connection we make with each other, our union partners, our customers and all our stakeholders must be of the highest standard.



Safety, health, and well-being are our number one priority, ensuring our people return home safe and healthy every day.

About the Role

Purpose of the role

The Information and Communication Technology Group (ICT) provides a wide range of ICT planning, implementation, operation and support services as a shared service to the KiwiRail Group.

The Test Engineer will work within the ICT delivery structure and be accountable for the end-to-end delivery of testing services; creating end-to-end test plans; executing the plan and managing all activities in the plan to ensure that all the objectives are met, and that the solution works as expected. The solution should be tested in terms of functionality, performance, reliability, stability and compatibility.

In addition, the role will progress towards automation initiatives, automation scripts code reviews and the testing of technical and operational requirements for projects and BAU initiatives working across ICT teams, vendors and partners.

Key Accountabilities

Within the area of responsibility, this role is required to:

- Plan, estimate, design, coordinate, execute, monitor, and close testing activities to ensure solutions meet business requirements, quality expectations, and agreed acceptance criteria.
- Contribute to requirements analysis and the development of test strategies and test plans that align with project objectives, delivery risks, and business priorities.
- Manage test execution, evaluate test results, and provide accurate reporting on progress, quality risks, defects, and release readiness.
- Identify, assess, and communicate business and technology quality risks, supporting informed project, delivery, and release decisions.
- Perform API, integration, system, end to end, regression, and user acceptance testing activities to validate solution quality across complex technology landscapes.
- Maintain and manage test environments, test data, and testing artefacts to support effective, repeatable, and efficient testing outcomes.
- Work closely with business stakeholders, subject matter experts, business analysts, developers, vendors, and delivery teams to clarify requirements, resolve defects, and support successful delivery outcomes.
- Coordinate and support testing activities undertaken by business testers, application support teams, and third-party vendors, and provide guidance on testing tools and practices where required.
- Contribute to the development, implementation, and continuous improvement of testing standards, methodologies, tools, and quality assurance practices across KiwiRail initiatives.
- Identify opportunities to improve testing effectiveness through automation, reusable test assets, and modern quality engineering practices.
- Ensure vendor and third-party testing responsibilities, defect management activities, test deliverables, and agreed exit criteria are completed in accordance with KiwiRail standards.

Key challenges

Ensuring comprehensive test coverage in complex, integrated systems while balancing tight project timelines and evolving requirements. The Test Engineer must proactively identify gaps in test scenarios, collaborate with cross-functional teams to clarify ambiguities, and adapt testing strategies to align with business and technical priorities.

Key Relationships Here are the key relationships relevant to this role		Manage /Lead	Deliver to	Collaborate with	Advise or inform
Internal	Key Stakeholders		✓		
	Project Managers		✓	✓	✓
	IT Managers		✓	✓	✓
	Business Unit Managers		✓	✓	✓
	Business Analysts		✓	✓	✓
	QA Practice Lead		✓	✓	✓
	Quality Assurance Team			✓	
External	Third Party Vendors			✓	
	Service providers			✓	

What you will do to contribute

Health Safety and Wellbeing	- Analyse workplace risks and develop mitigation strategies - Promote a culture of safety and wellbeing within your team - Respond effectively to safety incidents and near-misses - Support team members' physical and mental health
Customer Focus	- Provide a positive customer experience - Support a customer-focused culture at KiwiRail - Know our services well and explain them to customers - Respond quickly to customer needs - Solve complex customer issues - Work with colleagues to improve customer outcomes
High Performing Teams Skills	- Set clear performance standards aligned with KiwiRail's goal - Build a supportive and cooperative team environment - Provide timely and constructive feedback - Actively seek diverse perspectives in problem-solving - Identify opportunities for coaching and mentoring
Commercial Acumen	- Consider financial implications when making recommendations - Understand and comply with procurement guidelines - Work with suppliers to ensure quality outcomes - Recognise how financial decisions impact KiwiRail's overall position
Risk Management	Identify and forecast risks, issues, and opportunities in projects
Continuous Improvement	- Create, foster and maintain business networks - Keep abreast of research and emerging opportunities to bring innovative thinking into KiwiRail. - Contribute to a culture of continuous improvement within ICT, by applying lessons learned and innovative ways of working. - Identify, recommend and facilitate opportunities for process and systems improvement plus Knowledge Management practices to continuously improve service delivery capability and achievements.
Zero Harm	- Responsible for complying with all rail safety system standards, procedures and statutory requirements within your area of responsibility - Responsible for your own safety and that of other rail employees, contractors and visitors within your work environment - Responsible for the identification, reporting and initial control of any safety or environmental hazard identified within your area to your immediate manager within one hour. - Adhere to KiwiRail's health and safety requirements and take responsible for maintaining a proactive approach regarding both personal wellbeing as well as that of fellow employees, associated client personnel, sub-contractors and members of the public.

Decision Making

Key decision-making requirements of the position include:

- Evaluates risk and prioritizes test cases based on impact and business requirements.
- Determines the severity and priority of defects to ensure timely resolution.
- Balances test coverage with project timelines and resource constraints.
- Assesses when to escalate issues to stakeholders or management.
- Collaborates with developers, business analysts, and stakeholders to make informed quality assurance decisions.
- Applies analytical thinking and structured problem-solving to ensure software quality aligns with project objectives.

Human Resources Delegations	N/A
Direct reports	Nil
Finance Delegations	Nil
Budget (operating and capital)	Nil
Travel Delegations	None
Statutory powers	Nil

Physical demands and the nature of work

This role is administration-based and requires:

- prolonged sitting and high computer usage
- limited walking, standing, twisting, bending (at the waist), crouching (bend knee)
- carrying of laptop and paperwork when alternating between home and office
- may require limited lifting of up to 7 kg equipment and hardware

Your role may include other tasks suited to your level, as your manager directs. This job description shows your current duties. We'll review and update it with you if your responsibilities change.

About you

Knowledge and experience

- Minimum 3 years' experience in a Test Engineer role delivering testing across business and technology initiatives.
- Strong understanding of the Software Development Lifecycle (SDLC) and the role of quality assurance throughout the delivery lifecycle.
- Experience developing and maintaining test plans, test strategies, test cases, test execution reports, and test closure reports to support successful project delivery.
- Experience performing API, integration, system, regression, end to end, and user acceptance testing across complex applications and technology environments.
- Experience with SQL and data analysis techniques to support testing activities.
- Experience validating data migrations and business process workflows.
- Proficiency in using test management, defect management, and work tracking tools to plan, execute, monitor, and report on testing activities.
- Ability to identify, assess, and communicate quality risks, and provide recommendations to support informed delivery and release decisions.
- Strong analytical and problem-solving skills, with the ability to investigate issues, identify root causes, and support effective resolutions.
- Ability to estimate testing effort, manage competing priorities, and deliver quality outcomes within agreed timeframes.
- Experience using AI-assisted tools and prompt engineering techniques to improve testing effectiveness, productivity, and quality outcomes.
- Strong verbal and written communication skills, with the ability to work effectively with business stakeholders, subject matter experts, vendors, developers, and project teams.
- Experience applying Change Management, Problem Management, Test Management, and IT delivery practices within project and operational environments.
- Good understanding of enterprise technology environments, including networking concepts, system integrations, and security considerations.

Desirable

- Experience with automated testing tools and frameworks such as Playwright, Selenium, Cypress, or equivalent.
- Experience working in Agile or hybrid delivery environments.
- Knowledge of modern Quality Engineering practices, AI-assisted testing tools, and continuous improvement approaches.

Ways of working / Work-related qualities

- Effectively manages competing priorities and delivers quality outcomes across multiple initiatives.
- Demonstrates a practical, adaptable, and solutions-focused approach to changing business and delivery needs.
- Builds positive working relationships and collaborates effectively with business and technology stakeholders.
- Communicates clearly and professionally with stakeholders at all levels.
- Exercises sound judgement, takes ownership, and follows through on commitments.
- Maintains a customer and business-focused mindset when delivering outcomes.
- Demonstrates attention to detail while balancing quality, risk, and delivery timelines.

Other Requirements

- Ability to meet KiwiRail's drug and alcohol screening requirements.
- Current, full New Zealand Driver Licence.

Qualifications

- Tertiary Level qualification
- ISTQB Software Testing Foundation certification

**CREATING
STRONGER
CONNECTIONS**

KiwiRail 