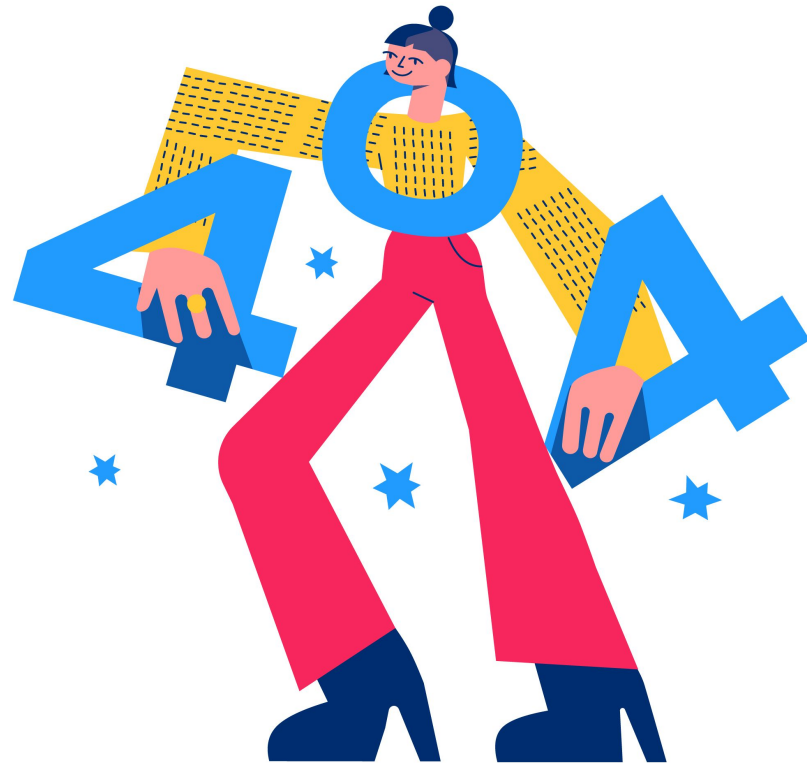


QA Chapter from Scratch

Tomas Tumasonis

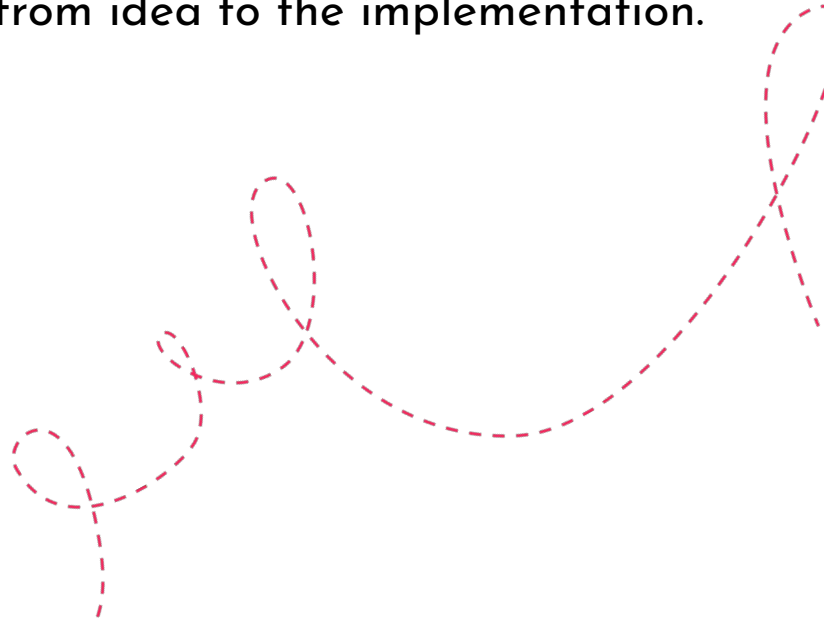
QA Practice Lead at Zenitech
Lecturer at Vilnius University
Team Member at automatIT.pro



Who are we?

QA Chapter is a group of **QA Engineers** at Zenitech, driving Quality Assurance in the organization, keeping standards high, learning and improving together.

This story is about QA Chapter establishment from idea to the implementation.



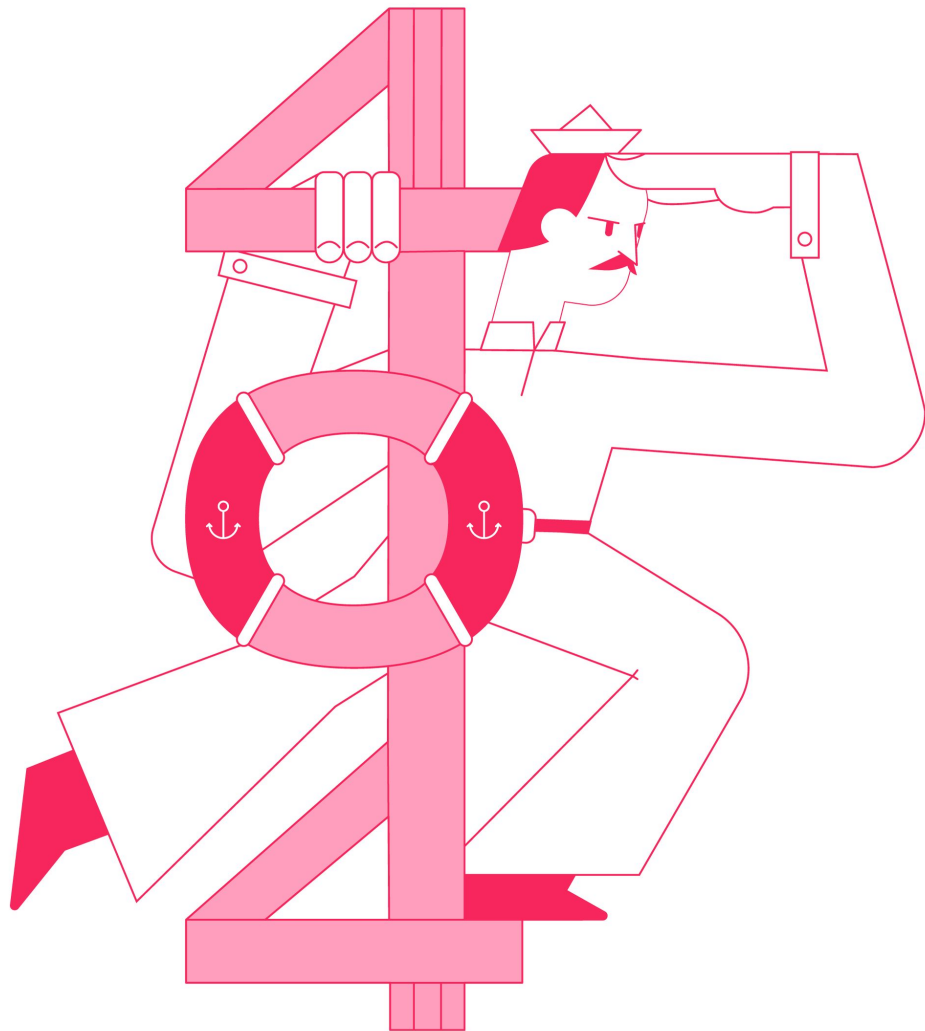
Our motivation

Delivery is always a priority -
make it efficient

Learning and improving: **70/20/10**

Pair-doing-something

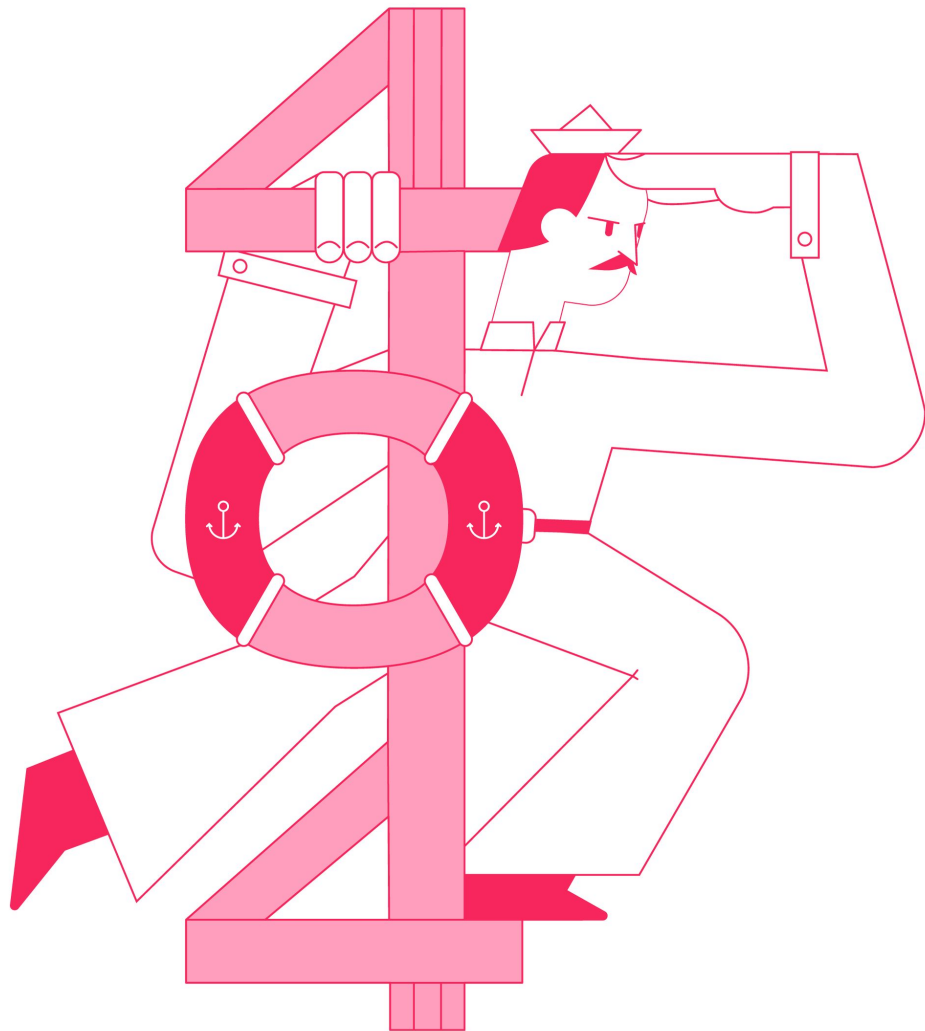
Discussions: Critical thinking,
Theory vs Practice



Our motivation

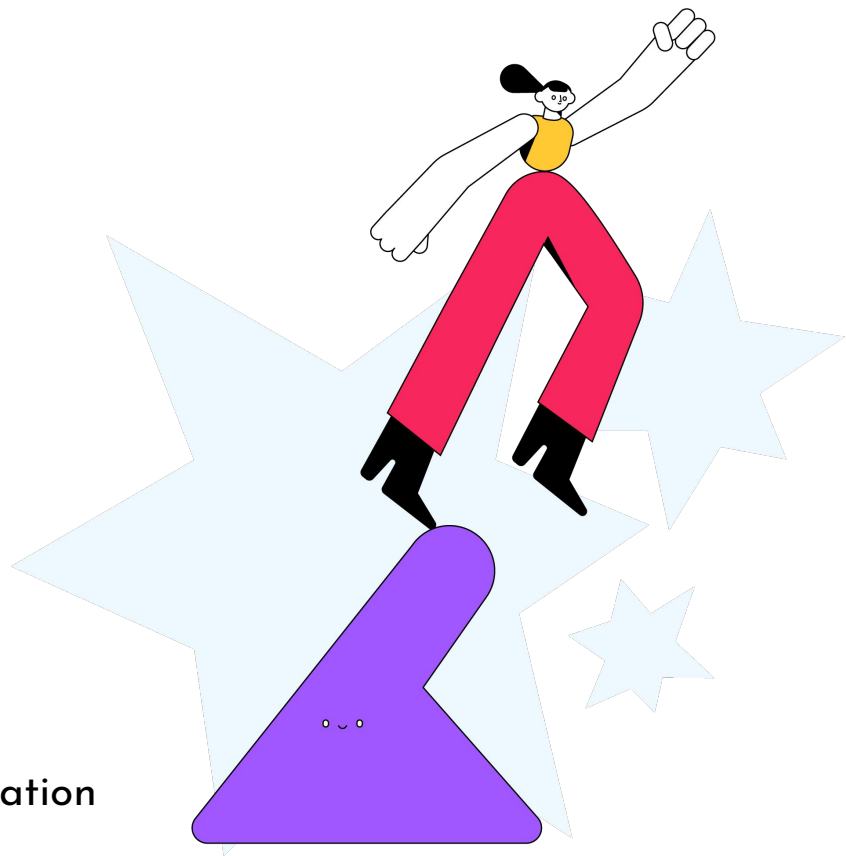
Opportunities when somebody is **Senior**

Get to **know** each other!



Beginning: Bottom up

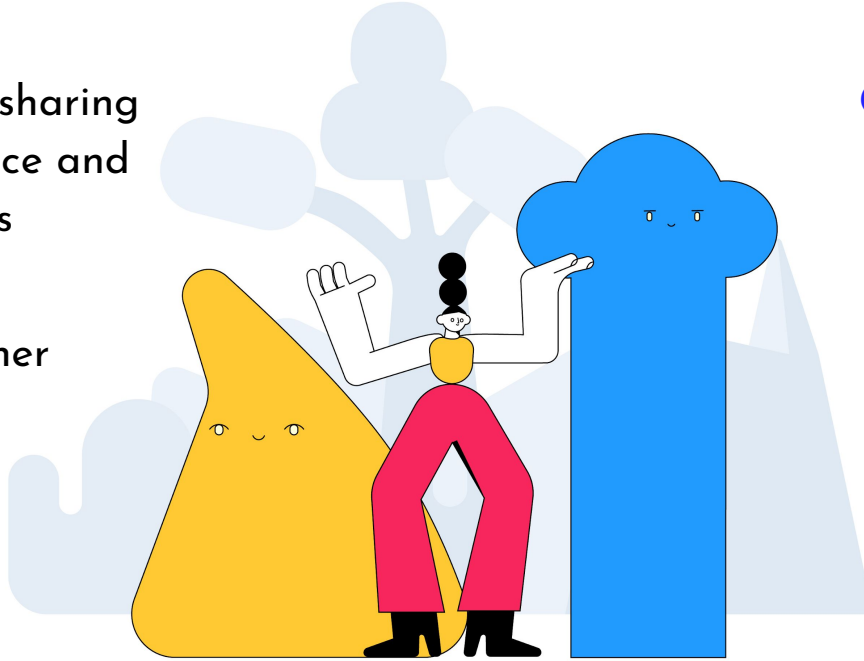
- ★ Individual QA Engineers in different teams
- ★ Slack channel for discussions
- ★ Weekly 1 hour gatherings for discussions
- ★ QA Guild: setting goals for the guild
- ★ QA Chapter: becoming more organized
- ★ QA Practice: deriving goals from the organisation



Pillars of QA Chapter

Support colleagues, sharing knowledge, experience and good practices

Learning together



Capturing concentrated and qualitative information

Recommendations - a set of guidelines for certain aspects of our work

Tools we use

- ❖ Trello -> Jira
- ❖ Confluence
- ❖ Topic backlog
- ❖ Innovation backlog
- ❖ Working groups: people, Slack channel, Confluence page, Jira tickets, meetings

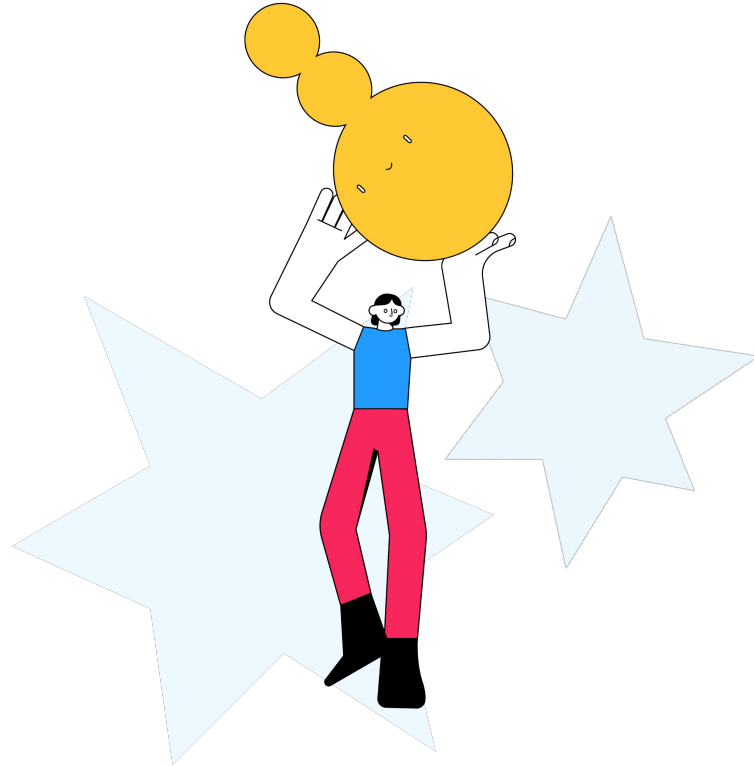
We also face the following challenges

Mapping organization goals with interesting things

Time management

Working group leadership

Hiring people who would contribute



Our goals

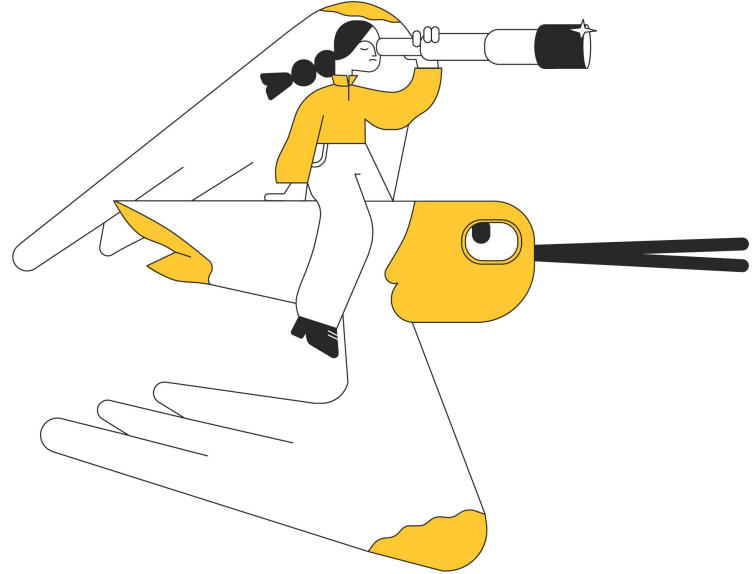
Foster Innovation. Keep QA activities up to date with the innovations happening around the world

Knowledge base. Become more efficient in a green field

Become more visible in the **market**

Growth. Have more QA Engineers able to deliver QA activities to become more flexible

Increase **maturity** of QA activities



Initiatives

Vision. Driving the Chapter

Testathons

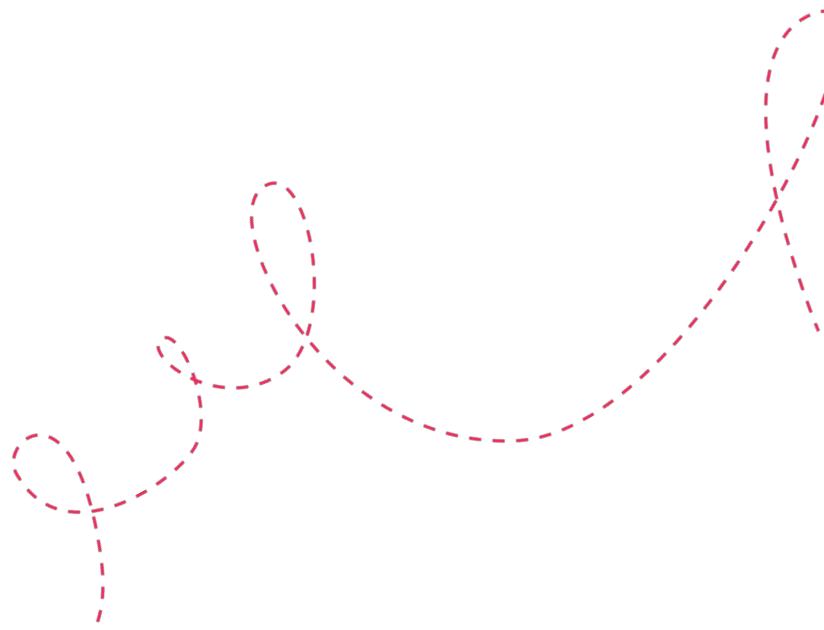
Creating tools for QA

Create reusable stuff

Standards/Recommendations

Workshops to tryout and evaluate tools

Branches of chapter, e. g. Performance Engineering



Initiatives

Reading books, set up a library

Write blogs

Participate in lectures

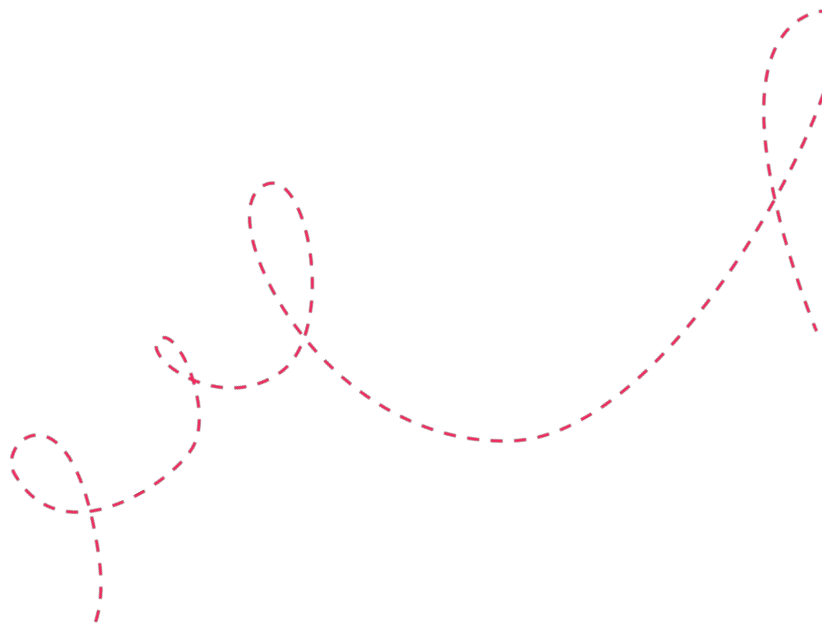
Hiring improvements

Academy for internship

Internal trainings

Cross-project reviews/audits

Be external and open



Masterpieces

- ❖ Seniority framework
- ❖ Onboarding plan
- ❖ Competency map
- ❖ ZeniRecommendations

Masterpieces

- ❖ Guidelines for technical interview
- ❖ Exercises for technical interviews
- ❖ Knowledge sharing material
- ❖ Test automation framework

Automation Meetup vol. 1

October 7, 2020 - online

automateIT.pro



Arūnas Kareckas

18:15 - 19:15

First delicious meal
in Java test cuisine



Liudas Demikis

19:15 - 20:00

Developers automation



Michael Bodnarchuk

20:00 - 21:00

Play it right: Extraordinary
End 2 End Testing with Play-
wright & CodeceptJS 3

Impact for the organization

Shared understanding about seniority

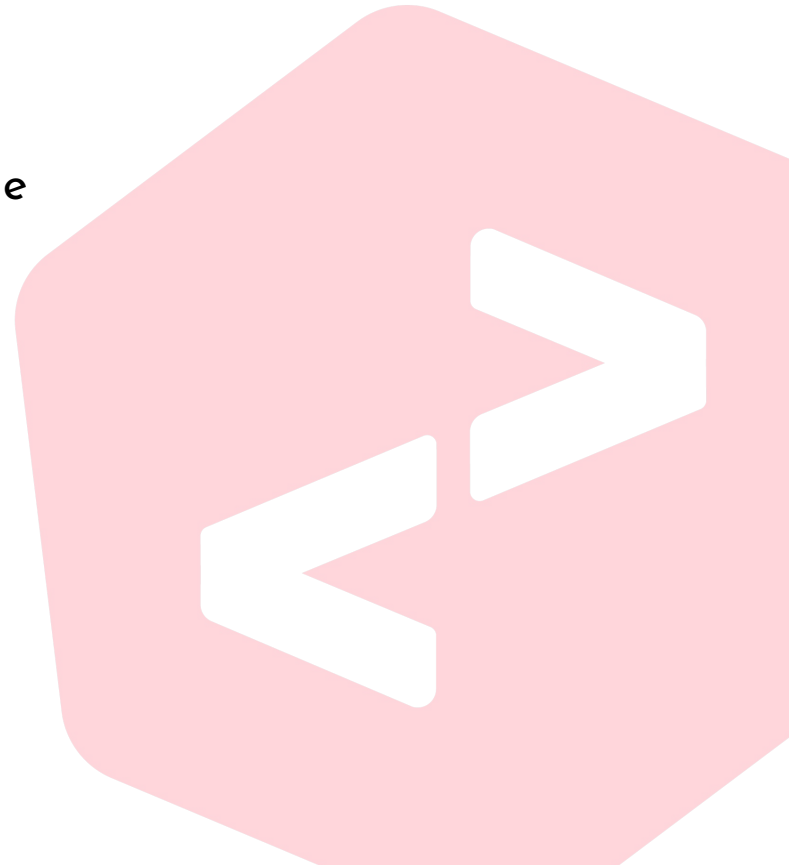
Contribution to QA Chapter is contribution to the organization

Setting up high standards

Lead by example

Inspiration for other Chapters

Attracting talents



Lessons learned

- ❖ Set ambitious goals
- ❖ Plan together and set deadlines for tasks
- ❖ Smaller groups are more efficient
- ❖ Chapter moderator role is needed
- ❖ Visibility is important
- ❖ Should be proud of what you do

Feedbacks



It's one of the best things at work in my opinion. Where you can deepen your knowledge of what is involved in a QA position, learn something new, improve your knowledge, or even share your experience on certain things if something is encountered. You can always get help here if someone stops your work. Here you can learn to work with different tools, languages, or even provide workshops. I'm glad to have this QA chapter in the Zenitech.

Marius Salnikas, QA Engineer, Newcomer

Feedbacks



Zenitech's QA chapter gives me the best feeling of being a part of the community. What does that mean? You'll never be lost and left on your own in this vast field of information. This is an opportunity to get, learn and share information among the different experiences and mindsets specialists. Ability to be a part of various initiatives that give knowledge for each community member and company as well. It's a link to innovations that raises us to the next level - generation of new ideas that can be spread outside the company. For me QA community is one of the best ways to grow and help others to do so, hours of discussions and amazing people with the same aim.

Neringa Vizbaraitė, QA Engineer, QA Chapter Moderator

Feedbacks



Having QA Chapter as an initiative running within a company sends a strong message to your clients and employees - we take quality seriously! This comes as a result from individuals i.e. QA engineers and SMEs who unite, dedicate their time, contribute, innovate, share, set example and most importantly apply QA practice outcomes to projects. All you need to do, is provide support and let them do their thing!

Laimonas Krivickas, Head of IT Hub
Zenitech Lithuania

Thank you!