DATARA GROUP

JOB DESCRIPTION

Position	**Senior Performance Engineer**
Position Reports To	**Principal Performance Engineer**

PURPOSE OF POSITION

Datara views the role of a Senior Performance Engineer as vital to providing its customers with professional consultancy services. The purpose of this role is to provide advice, guidance and expertise to clients ensuring project success.

KEY ACCOUNTABILITIES:

1. Ability to work independently to define, manage, and complete activities
2. Consulting experience in the implementation of performance testing processes/methodology in large, complex, diversified, organisations
3. Utilising your knowledge of a variety of software test tools and principals (load testing, endurance testing and capacity testing etc.) prior to product release
4. Provide specialist technical, hands-on, and knowledge in performance monitoring, alerting, diagnostic and planning methodologies
5. Provide excellent communication channels to internal and external stakeholders through briefings to team members, middle management, application development teams and business owners regarding near term performance issues as well as long term performance process and plans.
6. Ensure that services and infrastructure are designed and configured to deliver the agreed performance targets in a cost effective and timely manner.
7. Ensure that existing applications are designed and configured to deliver the required performance.
8. Using expertise to maintain a high level of client billable work
9. Serve as a mentor to less qualified engineers and may provide work direction to others in project team(s)
10. Weekly status reports are provided

TECHNICAL SKILLS:

1. Have highly analytic skills with the ability to identify existing and forecast performance bottlenecks
2. Experience with Performance testing, IT Structured Software Testing, Quality Center, LoadRunner, Sitescope or other like tools.
3. Minimum of 3-5 years' practical performance testing experience and a demonstrated technical expertise in at least one specific area supported by accreditation in appropriate methodologies, tools, technologies and languages

COMPETENCIES:

Focuses on Quality and Customer Satisfaction	Anticipates customer needs; seeks customer feedback; continually searches for ways to increase quality and customer satisfaction
Fosters Teamwork and Collaboration	Uses an empowering, collaborative approach on appropriate issues to foster collaboration among teams and team members; demonstrates confidence, maturity and flexibility in response to work challenges; is open to feedback and change. Seeks ideas and opinions and learns from the input of others, achieves win-win solutions, consistently identifies the need for others involvement in resolutions
Initiative	Actively seeks new and improved ways of doing work. Continually volunteers to assist in ways of improving the productivity of own job and group processes. Suggests ways to improve and is involved in the solutions. Makes best use of resources by taking advantage of work already done, eliminating unnecessary duplication and reducing costs. Strives to attain the highest possible standard.
Results Orientation	Demonstrates a consistent and dependable work ethic in order to deliver against an objective, target or request. Can execute on a request or against a plan in order to deliver the required outcome. Responds accordingly and takes action to ensure deadlines and customer and/or internal commitments are met. Can plan and prioritise workload in order to meet objective.
Analyses Issues	Approaches issues from a broad perspective, considering a wide range of information and factors; grasps complexities and perceives relationships among problems or issues; applies logic and experience to make timely, sound judgments.
Fosters open communication	Ensures the smooth flow of information between self and others through clear speaking and writing, openly expresses ideas, and effective listening.
Technical Expertise and Knowledge	Possesses and uses extensive formal training and experience in software and development.

Builds and Manages Relationships	Initiates and develops relationships with a wide variety of people based on trust; shows interest in and understanding of others' needs and concerns; advises and assists internal customers; provides input into organizational strategies.
Values Diversity	Shows and fosters respect and appreciation for each person whatever that person's background, race, age, gender, disability, values, orientations, perspectives or interests; seeks to understand the world view of others; sees differences in people as opportunities for learning about and approaching things differently.