

MARCH DINNER MEETING

Tuesday March 28, 2006

Hiring the Next Generation of Skilled Software Testers

Adam White, PlateSpin

Some testers focus on the QA process - some focus on the product. PlateSpin is looking for people who are focused on testing the product details. The trick is that the type of app we build is not a typical app. We move operating systems around from one hardware platform to another. We mainly hire for 4 criteria - smarts, attitude, skills and communication. Because of the nature of our product we set the bar pretty high on the skills side. We need people who know the internals of the operating system. Most of all we are focused on people with raw troubleshooting and root cause analysis skills. After interviewing many, many candidates it became increasingly clear that there isn't a lot of knowledge about the basics of technical testing.

There are many possible reasons for these difficulties. There is the general view that testing is a job anyone can do and that testers don't have to be skilled. Testing is not required on the curriculum at many educational institutions. There is a lack of formal training for technical software testers. Even more importantly there seems to be a lack of knowledge on how to hire someone for this position. A few people blog on the topic of hiring technical people but I find there aren't enough experience reports out there. I will share my experiences on how we have found skilled testers and what we do once we find them in order to make them a success.

Adam White is a founding member of PlateSpin and Manager of Test Engineering, and has been testing technical enterprise products for 4 years. Current team is 6 people with a massive recruiting drive. Our goal as testers at PlateSpin is to combine different testing techniques in context and at the right time in order to provide customers with accurate and up to date information.

**Presentations are on the last Tuesday of the month at the Westin Harbour Castle Hotel,
1 Harbour Square, at the corner of Bay Street and Queen's Quay**

If taking the subway, exit at Union station and walk south along Bay Street.
You can also take the streetcar south from Union Station to the Westin, or south from Spadina

If driving, you can park at the hotel or adjacent parking lots in the area.

Dinner and Presentation: \$35 Members, \$50 Non-Members
Cash and Cheques are accepted at the door.

Please RSVP by noon on Thursday March 23, 2006

5:30 P.M. Networking

6:00 P.M. Dinner

7:00 - 8:30 P.M. Presentation

**For reservations, information and membership inquiries,
visit our web site at www.tassq.org or phone TASSQ at (416) 444-4168**