



NIRA
NATIONAL IDENTIFICATION &
REGISTRATION AUTHORITY
HAY'ADDA AQOONSIGA IYO DIIWAANGELINTA QARANKA

Organization: National Identification and Registration Authority (NIRA)
Position: QA Engineer
Location: Mogadishu
Reporting to: Director of Information Systems Development
Contract 12 months renewable upon performance
Duration

TERMS OF REFERENCE FOR QUALITY ASSURANCE (QA) ENGINEER

Background:

The National Identification and Registration Authority (NIRA) is a Government Agency in Somalia, first established in 2020, with the aim of creating and maintaining the national identification system. NIRA is, inter alia, responsible for registering citizens and residents and for providing them with secure and verifiable credentials, including a unique identification number and a national identity card. It also serves as a trusted provider of identity verification and authentication services, promoting the use of the foundational identification system. With the establishment of NIRA Somalia, the government is committed to providing a reliable and efficient identification system that will enable individuals to access services and participate in the development of the country.

The Federal Government of Somalia is implementing the World Bank-financed Somalia Capacity Advancement, Livelihood and Entrepreneurship, through Digital Uplift Project (SCALED-UP) and intends to use part of the proceeds to hire a Quality Assurance (QA) Engineer (Individual Consultant) for the National Identification and Registration Authority.

NIRA seeks to recruit a QA Engineer to:

- Review requirements, specifications, and technical design documents to provide timely and meaningful feedback.
- Create detailed, comprehensive, and well-structured test plans and test cases.

- Conduct quality assurance and design performance tests using approved testing procedures.
- Liaise with internal teams (e.g., developers and software product analysts) to identify system requirements.
- Track quality assurance metrics, such as defect densities and open defect counts.

Scope of Work:

Under the overall guidance from NIRA Director General, and the direct supervision from the Director of Information Systems Development, the responsibilities of the QA Engineer will include, but not be limited to the following:

- Review user stories, requirements and technical specifications and provide feedback to ensure testability.
- Create detailed test plans and test cases for sprint stories covering functionality, UI, performance, security etc.
- Execute manual and automated testing for each sprint. Automation to be done using Selenium.
- Estimate, prioritize, plan and coordinate testing activities.
- Design, develop and execute automation scripts using open-source tools or any other tools readily available.
- Identify, record, document thoroughly and track bugs.
- Troubleshooting any errors and streamlining the testing procedures.
- Perform thorough regression testing when bugs are resolved.
- Develop and apply testing processes for new and existing products to meet client needs.
- Support user acceptance testing before releases.
- Monitor debugging process results.
- Investigate the causes of non-conforming software and train users to implement solutions.
- Train the quality assurance staff and providing technical support when needed.
- Maintain and improve test data sets, frameworks, and automated checks.
- Collaborate with developers to reproduce and debug defects.
- Conduct regression testing for bug fixes and new features.
- Create and deliver test summary reports for each release.
- Stay up to date with new testing tools and test strategies.

Qualifications and Experience requirements:

- Bachelor's degree in computer science, Information Technology, Engineering, or a related field.
- Experience working in an Agile/Scrum development process.
- 3+ years experience in software QA testing.
- Strong hands-on experience with test automation tools like Selenium.

- Experience creating test plans, test cases, reporting on testing progress.
- Understand and familiar with functional testing, smoke testing, performance, load testing, security testing, API testing and end-to-end testing.
- Hands-on experience with both white box and black box testing.
- Programming skills in Java or Python for test automation.
- Experience with performance and/or security testing is a plus.
- Excellent analytical, problem-solving, communication, and interpersonal skills.
- Proficiency in Somali & English both spoken and written is required, while proficiency in Arabic is an added advantage.

Deliverables:

- Detailed monthly reports on test plans and test cases highlighting testing procedures, estimations, priorities, and testing activities.
- Documentation of software bugs and corresponding fixes records as well as troubleshooting techniques and procedures.
- Investigative reports on causes of software bugs and documenting debugging processes.
- Documentation of quality assurance metrics for tracking and monitoring purposes.
- Creation of training materials to implement solutions for common bugs and software issues.