



EastLink
Time better spent.

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EastLink.com.au

EMPLOYMENT INFORMATION KIT

TEST LEAD



ABOUT THIS INFORMATION KIT

Thank you for your interest in employment with EastLink.

This Employment Information Kit provides you with the relevant information you need about this opportunity to help you decide whether to apply for this position.

Outlined in this document are details about EastLink, information about the recruitment department and position, the selection process and information on how to prepare your application.

You are encouraged to read this information carefully in order to develop an understanding of the requirements. You should assess yourself against the key selection criteria before deciding to apply for the position and prepare an application according to the guidelines outlined in this information kit.

RECRUITER CONTACT DETAILS

Telephone enquiries for this position can be directed to Robyn Morrison 03 9955 1774.

Unless otherwise stated, correspondence in relation to this position should be forwarded to:-

Human Resources
EastLink
2 Hillcrest Avenue
(PO Box) 804
Ringwood Victoria 3134

Candidate applications can be submitted via email in Microsoft Word or PDF format to recruitment@connecteast.com.au

ABOUT EASTLINK

ConnectEast is the owner and operator of EastLink, Melbourne's second fully-electronic tollway and, since its opening in June 2008, already one of the busiest roads in Victoria.

EastLink comprises about 39km of freeway-standard road and connects the Eastern Freeway in Melbourne's east to the Frankston Freeway in the south. EastLink also includes the Ringwood Bypass and Dandenong Bypass as untolled additions to the state road network.

EastLink was delivered by ConnectEast under the Victorian Government's Partnerships Victoria framework with a construction cost of Au\$2.5 billion.

The motorway saves drivers valuable time and provides the fast-growing eastern and southern regions of Melbourne with a more efficient and accessible transport network, as well as a 35km shared bicycle and walking path for local residents, wetlands and revegetation of open space areas and parkland.

Currently EastLink employs more than 150 people in a range of highly specialised operational and support roles across the organisation including:

- Asset and Road Management
- Information Technology
- Corporate Affairs
- Customer Service
- Finance
- Operations
- Legal
- Human Resources
- Marketing
- Risk, Safety and Internal Audit

With the lowest private tolls in Australia, EastLink is committed to providing Victorians in Melbourne's rapidly growing eastern and south-eastern suburbs with an affordable travel option, supported by high quality and friendly customer service.

OUR VALUES

We Care about our employees, colleagues, customers, the environment and the EastLink asset.

Safety is at the forefront of all of our decisions, we look after each other and everyone on EastLink.

We encourage **One Team** and share ideas across the organisation and with others and turn what we learn into smarter ways of working.

We deliver on our commitments and take **Accountability** for our own actions.

RECRUITMENT PRIVACY STATEMENT

EastLink is committed to protecting privacy and maintaining the confidentiality of personal information collected in the course of carrying out its functions in accordance with its obligations set out in the Concession Deed.

Consistent with EastLink's Privacy Policy, this statement outlines Human Resources policy for dealing with resumes and other personal information that may be disclosed to EastLink in relation to employment opportunities with the organisation.

During the recruitment and selection process EastLink collects a range of personal information such as resumes, academic transcripts and references. Further personal information may also be collected during the selection process including, but not limited to, telephone screening, telephone interviews, psychometric assessments, competency and skills assessment, health information, criminal history and reference checking.

This information will be treated in the strictest confidence and will only be used for the purpose of tracking an application's history, assessing a candidate's suitability for employment and eligibility for an appointment with the organisation and to improve EastLink's recruitment and selection processes through periodical analysis.

In performing its functions, Human Resources may also disclose the information provided by candidates to referees, recruitment agencies and other third parties who assist EastLink in the recruitment and selection process.

Human Resources may also disclose information provided by candidates internally for the purposes of consideration for other employment opportunities within EastLink. Candidates should advise EastLink if they do not wish to be considered for a position other than the position applied for.

Candidates will be sourced directly and through third party agencies. All candidates will have access to an Employment Information Kit or Position Brief and be provided information about the organisation's identity, values, employment policies, hiring department, role responsibilities, inherent requirements, behavioural competencies, selection processes and other important employment information.

The provision of personal information in the context of an employment application is voluntary, but where information is not provided or is insufficient or inaccurate, EastLink may be unable to fully process the application or properly consider the candidate's suitability or eligibility for employment.

Candidates may submit modified information or additional information for consideration in relation to their application up to the closing date, if any, for the advertised vacancy. If at any time a candidate's details change, the candidate may correct the information held by EastLink.

Information collected during the recruitment and selection process will be stored securely either in a confidential electronic file or in a locked cabinet. Hard copy information collected will be destroyed after three (3) months via a confidential waste paper disposal method.

The information provided by candidates who are subsequently successful in their application will form the basis of their employment records.

All queries in relation to employment applications should be directed to Human Resources on 9955 1700.

ABOUT THE POSITION

THE POSITION

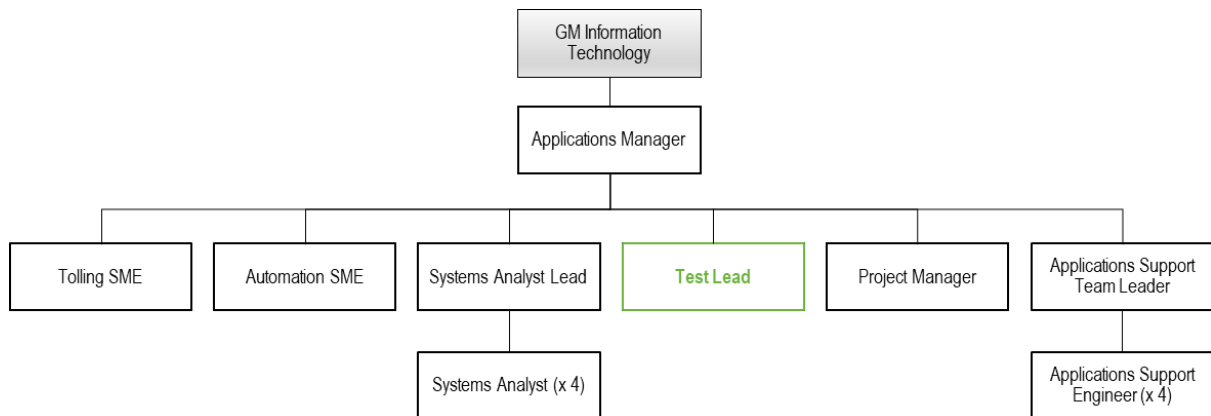
The primary purpose of the Test Lead is to develop, lead and govern a testing strategy to ensure changes to systems are validated against defined system-level requirements, acceptance criteria and quality standards.

The test lead is accountable for quality ownership, test coordination and release assurance. The primary and absolute focus is the Applications Team and the core tolling systems, ensuring reliable operation, delivery confidence and sustained solution quality.

The Test Lead will be required to develop and own test planning, test strategy and end to end test management for the IT projects, working closely with both internal teams & SMEs and the supplier to ensure quality adherence and projects being delivered as per defined system requirements and acceptance criteria.

THE DEPARTMENT

The IT Team has a commitment to accountability, collaboration, and growth. It promotes open communication, purposeful planning, recognition, respectful behaviour, and team-building to create a supportive and engaging work culture.



ROLE RESPONSIBILITIES

Key tasks of the System Analyst Lead role include, but are not limited to:

Test Strategy, Standards & Quality Ownership

- Develop, own and maintain the testing strategy, standards and test artefacts for the Applications Team.
- Define testing approaches for BAU changes, system enhancements and projects based on system risk and impact.
- Ensure test coverage is appropriate, traceable to system-level requirements and aligned with acceptance criteria.
- Maintain quality standards for test cases and acceptance criteria across manual and automated testing.

Test Planning, Coordination & Prioritisation

- Define, document and implement project test plans including functional, non-functional, automation and performance testing.
Plan, coordinate and prioritise testing activities across BAU support, system changes and projects.

- Balance testing effort against delivery priorities, operational risk and resource constraints.
- Coordinate testing dependencies across Systems Analysts, Automation SME, vendors and external stakeholders.
- Adjust test plans in response to incidents, delivery changes or emerging risks.

Test Execution & Defect Management

- Oversee execution of test cycles, including system testing, regression testing and release validation.
- Manage the entire defect life cycle, including triage, tracking, root cause analysis, and coordinating with developers to ensure timely resolution.
- Ensure defects are clearly documented, prioritised, tracked and communicated.
- Assess defect severity and impact and support go / no-go release decisions.
- Coordinate defect resolution with Systems Analysts, vendors and delivery teams.

Automation Collaboration

- Own the test suite and ensure test artefacts remain current, effective and maintainable.
- Collaborate with the Automation SME to ensure automated testing aligns with the test strategy and quality objectives.
- Support the appropriate use of automation to improve coverage, efficiency and repeatability.
- Maintain documentation related to testing processes, tools and frameworks.
- Automation Strategy: Identify opportunities to utilize test automation, contributing to or maintaining test automation frameworks (e.g., Selenium, Playwright).

BAU Support & Release Assurance

- Support BAU activities by validating fixes and changes prior to deployment.
- Participate in major incident response where testing input is required to validate resolution.
- Ensure releases are supported by appropriate test evidence and quality assurance.

Stakeholder, Vendor & Cross-IT Collaboration

- Act as the primary point of contact for testing-related matters, providing clear and accurate testing status to stakeholders.
- Work with Systems Analysts and SMEs to understand system behaviour, risks and acceptance criteria relevant to testing.
- Coordinate testing of vendor-supplied components, fixes and releases.
- Where required, support or coordinate testing activities for non-Applications IT initiatives, ensuring core tolling systems and applications team priorities remain the primary focus.

Risk Management and Process Improvement

- Alert Applications Manager to the presence of risks within the context of the IT systems and applications.
- In conjunction with the other staff, minimise the risk of incurring financial KPI penalties through the early identification of issues and the implementation of corrective actions to mitigate risks of non-compliance.
- Understand and apply knowledge on the policies, procedures and work instructions provided by ConnectEast.
- Risk Mitigation: Conduct risk assessments on software releases and define mitigation strategies to address potential quality issues.

- Process Improvement: Continuously assess and improve testing processes, tools, and practices based on lessons learned.

Role Boundaries

- Test Lead owns the test strategy, test planning, test execution, test capacity and release quality assurance.

Other Applications Team Roles Boundaries (for context)

- Systems Analyst Lead owns core tolling application requirements and technical coordination and implementation decisions.
- Systems Analyst owns Level 2 core tolling systems service desk support and escalations.
- Automation SME owns automation, data governance and automation quality-gate acceptance criteria.
- Tolling SME is accountable for advising on strategic tolling decisions and acts as the primary liaison between the business and IT, translating business needs into clear actions for the Applications team, in line with IT priorities and governance.
- Applications Support Team Leader owns the day-to-day operation of production and non-production environments and technical coordination and implementation decisions.
- Applications Support Engineer owns Level 2 service desk support related to the server/operating system level in production and non-production environments.

KEY COMPETENCIES

Formal Education

- Tertiary qualification in Information Technology, Computer Science, Software Engineering, or a related discipline (highly desirable), or equivalent industry experience.
- Prince II certification is essential.
- Certification in ITILv4 is highly desirable

Work Experience

- Minimum 5+ years in a test lead role.
- Demonstrated experience recruiting, managing and leading a dedicated team of testers.
- Demonstrated experience in preparing and executing system test plans
- Extensive experience in end-to-end test lifecycle management, including: system and application testing test strategy and planning, execution and defect management.
- Experience leading, mentoring and coordinating teams in complex technical environments with multiple projects.
- Demonstrated experience leading or coordinating end-to-end testing activities across BAU and project delivery.
- Strong experience testing complex or transactional systems, preferably within operational or regulated environments.
- Proven ability to assess risk, test coverage and release readiness.
- Ability to work effectively with Systems Analysts, SMEs and delivery teams to apply domain and system knowledge to testing activities.
- Prior knowledge of core tolling systems (desirable but not mandatory).

- ISTQB Advanced Level Test Manager certification (desirable but not mandatory).

Key Competencies

- Highly organised with strong time management and prioritisation skills
- Professional and confident communication style-written and verbal
- Strong attention to detail with a focus on accuracy
- Demonstrated ability to manage multiple tasks under limited supervision
- Collaborative team player who can also work independently

Core Capabilities

- **Communication**
Communicate clearly and respectfully, listen and encourage input from others.
- **Documentation & Compliance**
Ensure accurate, accessible documentation and embed compliance into everyday practices to support efficiency and informed decision-making.
- **Continuous Improvement**
Encourage and suggest new ideas and demonstrate a commitment to improving processes and services that support team objectives.
- **Planning, Prioritisation & Decision Making**
Plan and organise work in line with organisational goals and adjust to changing priorities.
- **Project Management**
Manage time, resources and projects effectively and efficiently to achieve successful outcomes.
- **Teamwork & Collaboration**
 - Ensure respectful, inclusive and supportive collaboration across teams and contribute to shared goals.
 - Team members are expected to work flexibly, share systems analysis expertise and support tasks outside defined responsibilities and boundaries to achieve team objectives and when required.
- **Attention to Detail**
Apply care and precision to work by reviewing information thoroughly, identify errors or inconsistencies and ensure tasks are completed to a high standard.
- **Self-Motivation**
Demonstrate initiative, take ownership of work, and pursue ongoing learning with minimal supervision.
- **Resilience & Adaptability**
Remain calm under pressure, adapt to change and manage stress effectively.

Technical Capabilities

- Strong knowledge of test methodologies (functional, regression, integration, UAT).
- Hands-on experience with test automation frameworks and scripting languages (e.g., Python, JavaScript).
- Proficiency in test management and bug tracking tools (e.g., Jira, Azure DevOps).
- Understanding of API testing, database testing, and SQL.
- Stakeholder & Vendor Management

Build and maintain productive relationships with internal and external stakeholders to deliver IT outcomes and manage performance expectations.

- Technical & Professional Knowledge
 - Apply a deep understanding of testing methodologies, quality assurance practices and release validation with the ability to apply system and domain knowledge provided by Systems Analysts and SMEs to design effective test approaches.
 - Understand system integrations, data flows and dependencies as required to support testing activities.
 - Understand automated testing principles and tooling, in collaboration with the Automation SME.
- Innovation & Change Agility
Drive and adapt to change by applying emerging technologies, agile thinking and continuous improvement practices.
- Risk Management
Identify, assess and mitigate risks across IT operations to ensure continuity and compliance.
- IT Operations & Workflow Management
Design, manage and improve workflows, processes and service reliability in line with ITILv4 and business requirements.
- Service & User Experience
Deliver responsive, reliable and user-centred IT services that meet the needs of internal and external customers.
- Data Analysis
Use data to drive decision-making, improve performance and deliver actionable insights across IT services.
- IT Security
Protect data and systems by implementing security frameworks, controls and incident response protocols.
- Systems & Network
Manage and optimise infrastructure, ensuring high performance, scalability and security for systems and networks across IT services.

Leadership Capabilities

- People Leadership
Lead, develop and support individuals and teams to perform at their best.
- Commercial Leadership
Make informed decisions that balance cost, value and risk to deliver business outcomes.
- Culture & Engagement
Foster a positive, inclusive and high-performing team environment aligned with values.
- Strategic & Systems Thinking
Think beyond the immediate task to connect systems, anticipate impacts and shape long-term outcomes.

Health & Safety

Employee

- Comply with all health, safety and environmental (HSE) obligations under relevant legislation, policies and procedures
- Participate in and support ConnectEast's HSE initiatives in both your behaviours and actions
- Report hazards, incidents, and near misses promptly and contribute to creating a safe and inclusive workplace
- As an employee at ConnectEast you are expected to comply with health and safety obligations prescribed by legislation and ConnectEast policies and procedures.

Manager

- As a leader at ConnectEast's you are required to fulfil all expectations of an employee. In addition, you must demonstrate good leadership in HSE by encouraging, supporting, promoting and responding in a way that will result in a positive HSE culture amongst others in your work area.

On Call

Due to the nature of ConnectEast's activities, this position may be required to respond to emergency calls outside normal business hours. These call outs may be due to urgent maintenance, safety or security related incidents, significantly affecting ConnectEast's operational capabilities.

INHERENT REQUIREMENTS

EastLink has identified the following inherent requirements that are essential for the effective and safe performance of this role.

PEOPLE

- Accessing, viewing and updating sensitive information which may relate to customers, employees and/or company intellectual property;
- Honest, trustworthy and high level of integrity;
- Interacting with colleagues and senior management from across the organisation;
- Interacting with suppliers and contractors providing a service to EastLink; and
- Working independently and also within a team.

WORK ENVIRONMENT

- Adjusting ergonomic equipment such as a computer and/or chair height which may be required due to sharing resources;
- Be eligible to hold a current security pass for EastLink workplaces;
- Working across multiple locations which requires travel between such locations;
- Working in a multi-storey building;
- Working in an open plan office;
- Working within an audited work environment, receiving regular performance related feedback; and

- Meeting reasonable occupational health and safety standards which are in direct compliance with relevant laws.

RESOURCE UTILISATION

- Using technology including photocopier, fax machine, etc;
- Using a telephone with handset or headset; and
- Using computer technology; including a large scale visual display unit, computer keyboard, mouse and/or scanner for extended periods of time.



PHYSICAL

- Ability to speak and be clearly understood on the telephone;
- Being seated at a desk for prolonged periods of time while operating technology;
- Concentrating for reasonably long periods of time;
- Extended reaching;
- Keyboarding tasks;
- Listening, retaining information and understanding what is said; and
- Undertaking tasks which are visually demanding or critical for long periods of time.

ELIGIBILITY TO APPLY

To be eligible for employment with EastLink, you must be an Australian citizen, an Australian permanent resident, a citizen of New Zealand who entered Australia on a current New Zealand passport or a non-Australian citizen holding a valid visa with work entitlements.

KEY SELECTION CRITERIA

Advertised vacancies often attract a number of very good quality candidates so it is in your best interest to prepare an application that will demonstrate to EastLink that you are able to satisfy the requirements of the role.

Before you begin your application it is important that you read this document carefully and decide whether your skills and abilities match the requirements of the position. If you require additional information to make this assessment it is recommended that you phone Human Resources for a confidential discussion.

You may also wish to research additional information which may be sourced from documents found on our Internet site – www.eastlink.com.au

The key selection criteria outlined in the advertisement and/or this document describes the essential areas against which EastLink will assess your employment application.

This is the most important part of your application as it is your opportunity to inform EastLink about your skills, abilities and experience. Under each key selection criterion you should outline your relevant skills and abilities and give relevant examples that demonstrate that you meet the requirement.

The information you provide against the key selection criteria will form the basis for short listing candidates for further consideration. It is important that you address each criterion thoroughly but succinctly and include only information that is relevant to the position.

SUBMITTING AN APPLICATION

Written applications are to be sent to the address nominated in the advertisement or this document. Your application must arrive before the advertised closing date to ensure consideration.

As outlined above, your application covering letter should contain statements addressing the selection criteria. In addition, a resume, which includes your personal particulars including day time contact details, employment history (list your most recent employment first), relevant qualifications and the names and contact details for at least three recent referees, including current manager or supervisor should also be provided.

Some things to remember:

- Be concise and organise your application
- Provide relevant examples when addressing the selection criteria
- Please don't include copies of qualifications or certificates (these can be obtained later)
- If forwarding your application by mail, please don't insert your application in folders, they are only discarded and disposed of prior to your application being considered

Please be advised that applications which do not include a covering letter addressing the selection criteria and a current resume will not be considered.

SELECTION ACTIVITIES

The selection process for this role consists of a number of important components all of which require success to be eligible for an appointment.

INITIAL SCREENING

The selection process begins with EastLink reviewing your resume and making an assessment of your skills, knowledge and abilities giving consideration to our education, experience and employment history and assessing their relevance to the requirements of the position. It is important, therefore, that your application addresses all aspects of the selection criteria as clearly as possible. Spelling and grammar are an important element to your application, so you should review your application carefully prior to sending.



TELEPHONE SCREENING

Human Resources may contact you by telephone to discuss your application and the position further. This is your opportunity to represent yourself, and to discuss why you have applied for the position. You will be able to talk about your expectations and find out more about the position and work environment.

INTERVIEW

Short listed candidates will be interviewed by a small selection panel at either EastLink's Ringwood Office. If you have any special requirements (eg. disabled parking, wheelchair access) please contact Human Resources so that appropriate arrangements can be made.

The selection panel will ask you a series of behaviour based interview questions related to the selection criteria. At the interview, the panel will be seeking to determine your relative strengths and weaknesses in relation to the position by asking you about specific examples or occasions when you have displayed the required competencies.

You will have the opportunity to ask questions, given the chance to demonstrate your interest in and understanding of the position and its duties. You should allow up to an hour and a half for an interview. It isn't necessary to bring anything with you to the interview.

Candidates short listed at this stage of the selection process may be required to attend a second round interview.

TECHNICAL SKILLS ASSESSMENT

Short listed candidates may be requested to complete technical competency assessment following the interview.

QUALIFICATIONS

If you list formal qualifications on your application, please note that you may be required to provide the original qualifications at any time during the selection process.

However, if you are the successful applicant, either on engagement, promotion or transfer, you will be required to provide the original qualifications prior to commencement in the position.

PRE-EMPLOYMENT CHECKS

EastLink is committed to providing a safe and healthy working environment for its employees, contractors and visitors. To achieve this, EastLink strives to ensure that employees are not required or permitted to undertake work for which they are not suited and to take appropriate measures to allow work to be done in a manner which will not put any person at risk to their health and safety.

To assist EastLink in achieving this objective, short listed candidates will be required to complete a pre-existing health declaration and must disclose any/all pre-existing injuries or diseases suffered, which, they reasonably believe could be accelerated, exacerbated, aggravated or caused to recur or deteriorate by them undertaking this role.

Short listed candidates may be required to undergo a vision assessment by an Optometrist and a hearing assessment by an Audiologist prior to commencing employment. The cost of this consultation will be met by EastLink.

REFEREES

In accordance with EastLink policy a minimum of two (2) professional referees are required. This should include, where practicable, the most recent manager / supervisor who can be contacted to discuss the employment application.

ELIGIBILITY FOR APPOINTMENT

Candidates who complete the selection process and meet all the selection criteria will be eligible for appointment with EastLink. Where there are more eligible candidates than available positions, offers of employment will be extended to those candidates whose attributes are most closely aligned with the organisation's requirements.



OTHER INFORMATION

POSITION STATUS

This position is offered on a Full-time Fixed Term (12 month).

REMUNERATION

The total remuneration, which includes superannuation, offered for this role will be negotiated with the employee.

COMMENCEMENT

The commencement date for these positions is immediate start.

PROOF OF ENTITLEMENT TO WORK

Upon commencement of employment with EastLink all new employees will be required to confirm their identity and present proof of entitlement to work in Australia. The following documents will be accepted:

- Australian birth certificate
- Australian citizenship certificate
- Certificate of evidence of citizenship
- Australian passport
- Valid visa with permission to work

PROBATION

All new employees of EastLink will be subject to a probationary period of six (6) months. Confirmation of continuing employment beyond the end of the probationary period will be provided before the expiry of the probationary period and will be contingent upon satisfactory performance, satisfactory behaviour and meeting any necessary security clearance or other specified employment pre-requisite requirements. During this period it is required that you work onsite every working day of this probationary period.

POLICE CHECK

Successful applicants shall be required to consent to, and satisfactorily complete, a criminal history check upon commencement of employment at no cost to the employee.

LOCATION

This role will be based at EastLink's Head Office in Ringwood.

HOURS OF WORK

Shift lengths will typically be 7.5 hours. However, the successful applicant may be expected to work hours as is reasonably necessary for the proper performance of their duties whether during or outside normal business hours.

TRAVEL

Travel expenses, as per EastLink policy will be reimbursed to employees requested to attend a location that is not their normal work location. The amount paid for motor vehicle expenses will be based on the Australian Taxation Office provided schedule and will be calculated on the additional distance they are required to travel over and above their normal travel between home and work.

WORK LIFE BALANCE

A number of initiatives have been introduced across the organisation which demonstrates our commitment to work life balance. These initiatives are underpinned by our values and behaviours and are embedded in policy and procedural arrangements.

EastLink is committed to conditions of employment that support employees to achieve a successful work life balance through diversity of choice with regards to work patterns and a range of leave arrangements to enact the *Time Better Spent* philosophy of a better balance of work, family and lifestyle commitments benefiting employees and the organisation.

Some of the arrangements that EastLink supports includes:

- Flexible Working Hours
- Part Time Work
- Job Share
- Internal Promotional Opportunities
- Time in Lieu
- 48/52 Leave



BENEFITS

EastLink also offer a range of benefits to enhance the employment experience of its people which include:

- Employee Tolls Reimbursement
- Fruit in the Workplace
- Health & Wellbeing Program including health assessments
- Employee Assistance Program
- Discount Employee Benefits
- Subsidised study fees

SMOKE FREE WORKPLACE

The health dangers associated with active smoking are well known. EastLink also recognises that passive smoking may be hazardous to health and that non-smokers should be protected from the involuntary inhalation of second hand tobacco smoke.

Test Lead



EastLink is a smoke free environment and smoking on EastLink work premises is not permitted.