



Getting Started in Software Testing

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Introduction (About Martin)

- Automated Regression and Performance Testing Since 1993
- Bachelor of Science in MIS from Mankato State University in 1995 (Yes, I know the name changed...)
- CSTE (1997) and CSQA (1999) and from Quality Assurance Institute
- Founder and President of Maverick Software Consulting (2000)
- Member of TCQAA Web Committee since 2001
- Asked to speak about today's topic because in the last 5 years MSC has helped over 150 new college graduates get a start in software testing / development career



Getting Started in Software Testing – Overview

- Existing Career
- New College Student
 - Internships / Co-op
 - Hybrid - Maverick Software Consulting
 - Career Fairs
- Both (Existing Career AND New College Graduate)
 - Resume Building
 - Interviews
 - Job Search Sites
 - Open Source
 - Testing Classes



Please share your ideas!





Existing Career

- Business Analyst, Technical Support, Other similar jobs
- Already work for the company might be able to move to a different department
 - Product / Business Knowledge
 - User Acceptance Testing



Existing Career

- ▶ Testing Managers / Test Leads...
 - Any other ideas?
 - Suggestions?



New College Student - Internships / Co-ops

- Internships / Co-ops
 - **Provide work experience** to those looking to explore or gain the relevant knowledge and skills required to enter into a particular career field.
 - **Excellent way to building connections** that are invaluable in developing and maintaining a strong professional network for the future.
 - **Relatively short term in nature** usually 3 to 6 months over the summer break. The primary focus on getting some on the job training and taking what's learned in the classroom and applying it to the real world.

New College Student - Maverick Software Consulting

WARNING SHAMLESS SALES PITCH AHEAD



New College Student - Maverick Software Consulting



New College Student - Maverick Software Consulting

Hybrid between internship, co-op and part-time job.

Maverick Software Consulting staff augmentation services provide skilled personnel to work with your employees to help you develop, maintain and test your applications while building your IT staff. We accomplish this by working with local Universities to hire the top computer science students to work on your software development and testing projects.



ST. CLOUD STATE
UNIVERSITY

www.MaverickSoftware.com



Here's what hiring managers are saying...

“The new hires who are recruited from Maverick Software Consulting seamlessly integrate into the workforce. They come in with the business and technical knowledge needed to perform their job effectively which would normally take a non-Maverick new hire many months to acquire. They are able to become effective contributors right away, and are excellent mentors. They are good at training others and knowledge sharing. From my experience, an average Maverick new hire is usually at the level of an employee who has been in the company at least a year or more.”

New College Student - Maverick Software Consulting

The Minnesota High Tech Association (MHTA) honored Maverick Software Consulting with the 2011 Innovative Collaboration of the Year Tekne Award. The Tekne Awards recognize Minnesota companies and individuals who have shown superior technology innovation and leadership.





New College Student - Career Fair

- Put yourself in the Hiring Managers / HR Person Shoes
 - They probably go to several career fairs
 - They probably met 100's of people
 - They probably see 100's of resumes
 - They may or may not have a technical background
 - Need to make yourself stand out
 - Increase the chances of getting an interview
 - Need to show what you can offer and what you bring to the team.



New College Student - Career Fairs

➤ General Rules

- **Don't Wait** – Go to every career fair. Going before your final semester allows you to make contacts while gaining valuable experience on how to talk to recruiters.
- **Bring Resumes** – Remember to bring resumes. Be sure to print them on “Resume Paper”. It's also a good idea to have a portfolio. Helps keep you organized and you can take notes.

➤ Dress for Success

- **What you're wearing says a lot to a recruiter** - Coming to the career fair dressed up is one of the first cues to the recruiter that you're serious about wanting a job.

➤ Talking to the Recruiter

- **Research** – Do research on all the companies you plan on giving resumes too. Being able to hold a two or three minute conversation about the company shows the recruiter that you are interested in working for them.
- **Eye Contact** – Having good eye contact make you appear confident and genuinely interested in talking to the recruiter.
- **Don't Fidget** – If you don't have a lot of public speaking experience this could be one of the harder things to do. The best solution is practice. With practice you'll feel more comfortable in front of people.



New College Students – Other Ideas?

- ▶ Testing Managers / Test Leads...
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Everyone - Resume Building

➤ **Be Truthful**

- Lying or exaggerating on your resume is a great way to NOT get a job offer and will make the interview very uncomfortable.

➤ **Take Time**

- You can never spend too much time on a resume, only too little. A rushed resume is never interesting to a respective employer. Take time to proof read your resume. Have as many people as possible proof read it as possible.

➤ **Length**

- Keep your resume concise. Recruiters are neither interested in reading a novel about your work experience and skills nor have the time to do so. Try to avoid going over one page, anything on later pages is likely to be ignored.

➤ **Emphasize**

- While academic experience is great, it can never compete with real world experience. Be sure to emphasize on your business world experience. Don't be afraid to focus on your skills and duties that you have acquired.

➤ **Target**

- Feel free to create variations of your resume for different companies. Everyone isn't looking for the same skills so focus on ones you feel are most important for that particular company.



Everyone - Interviews

➤ **Research the Company**

- While you should have researched the company before the Career Fair it's very important that you do it now if you haven't. You should be able to hold a 2 or 3 minute conversation about the company. Being able to do this will let the interviewer know you have a general idea of what you might be doing for the company. While you're researching the company take time to think of some questions to ask about the company (more on this later)

➤ **Review Your Resume / Preparing Answers**

- Review your resumes and make sure you feel comfortable answering questions about the skills and experience you've listed. If you claimed you knew it on your resume, they'll most likely be asking questions about it.

➤ **Questions for the Interviewer**

- Usually after the interviewer is done with their questions they will ask if you have any questions for them. This is your last chance to prove to the interviewer that you are genuinely interested in working for the company. It's a good idea to have 3 or 4 questions prepared. You don't have to ask all of them but having extra will allow for the chance that some of your questions get answered during the interview.



Everyone - Interviews

➤ Interview Tips

- **Attitude is EVERYTHING** – Show enthusiasm; if you are interested in the opportunity, enthusiastic feedback can enhance your chances of being considered. Appear confident but NOT arrogant. Don't inquire about salary, vacations, bonuses, etc. during the first interview. Be respectful.

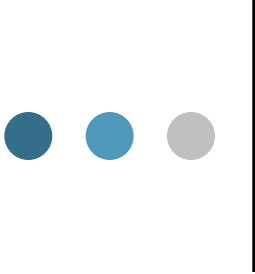
➤ Interview Etiquette

- **Be Early** – It doesn't matter what your excuse is if you are late it makes you look bad. If you are unfamiliar with the area attempt to find your way to the interview location prior to the interview so you know how long it will really take.
- **Dress Appropriately** – Be sure to dress up for your interview.
- **Thank You** – Be sure to thank your interviewers for their time and at all times be respectful. Ask for a business card if one is not provided or try to get contact information from your interviewers. If they aren't eager to provide this information don't push for it. A day after the interview send a "Thank You" letter or e-mail to the individuals that interviewed you.



Everyone – Job Search Websites

- www.TCQAA.org – Software Testing Jobs that are local in the Twin Cities
- Tech.MN – Local Technology News and Jobs (GREAT Website)
- LinkedIn – Although it may not have been your first guess, LinkedIn is a great place to find a job. Contact friends, former co-workers, etc. You can also research and Follow companies that you are interested in working for.



Everyone – Open Source / Trial Versions Testing Tools

- Open Source (Show that you are willing to learn on your own. There are a number of Tools to choose from www.opensourcetesting.org)
 - Selenium
 - Junit
 - xStudio
 - etc.
- Visual Studio 2010 has a Trial Version that you can download to check it out.
- HP Unified Functional Testing software (Quick Test Pro) has a 2 Week Trial Version that you can download to check it out.
- Others?



Everyone – Other Ideas?

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Questions

