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Candidate Information

Senior Automation Engineer

What We Do

Bloom offers a compliant fully managed marketplace for professional services across the public sector.

We specialise in bringing together a community of clients and suppliers to help the public sector buy and manage services in a compliant, efficient and effective way. We aim to give the best choice for our clients and open up more business opportunities for suppliers, big or small.

We provide a full end-to-end marketplace solution for the procurement, contract management and payment of all professional services.

Clients --- **Bloom*** *Opening up procurement®* --- Suppliers

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A message from our CEO

"I am passionate about Bloom and what we believe in, where we're going, and how we'll get there.

Our Purpose, Mission, Vision, and Trademark Behaviours bind us together to form our commitment culture and help us grow both individually and collectively. Our culture influences how we treat one another each day and the behaviours we reward. It creates an environment where everyone is real and true and that is something we all are proud of.

It also drives growth and long-term financial sustainability. **We value individuality and diversity and that's what allows us to work together to create innovative approaches for our customers,** which sits alongside our deep expertise in enabling brilliant outcomes.

Bloom is growing rapidly; we are naturally curious, and our journey has only just begun. We are investing in our people and technology and have big plans for the future.

So, if you think all that sounds interesting then you should consider joining us and being part of it, you'd be working with some great individuals in a great business that cares about its people and customers."

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Purpose

Enabling brilliant outcomes today that
build a better tomorrow

Mission

Deliver an outstanding customer experience and maximum value for
every pound spent on professional services

Vision

Provide a professional services marketplace
that delivers brilliant outcomes

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Trademark Behaviours

Our trademark behaviours aren't just behaviours, they're our language and an essence of everything we do.

The most successful cultures are the ones that work together in a harmonious way. This is something that we realise and are truly passionate about.

We want everyone who joins Bloom to feel a part of our team. We strive for our people to know that their role is equally important and contributes to the whole Bloom mission. This includes you.

We have our trademark behaviours in place to ensure we're all pulling in the right direction, together as one.

Our trademark behaviours are...

We work together

We are real and true

We are curious

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We are Bloom

To find out more about Bloom Procurement Services:

| Case Studies | Testimonials | Framework | Social Value | Meet the Team | Bloom News |

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Bloom Benefits

Company bonus scheme

Simply Health cash back plan

Byond cashback card – earn on your everyday spend

Learning and Development Opportunities – individual personal development plans

Hybrid working & flexibility

Employee Voice – Hive HR Engagement Survey and Open Door

A day off for your birthday – because you deserve it!

Death in Service – four times your salary

25 day holiday allowance - increasing with length of service to a maximum of 29 days plus bank holidays

Hive Fives - Little messages big miles recognition portal. Everyone deserves a pat on the back.

Employee Assistance Programme – for the time you need support

One day to give back via volunteering

Buy up to 5 additional days holiday

Grab a Grand referral scheme

Company Pension Scheme

Company social events

Electric Vehicle salary sacrifice scheme

Cycle to Work scheme

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Senior Automation Engineer
Remote, up to £50k ,+10% potential bonus
Reporting to Automation Lead

Job Purpose and Summary

We need a passionate and curious Senior Automation Engineer to help us phase out and transform manual processes, from QA to operationally within the business. Our current stack is TypeScript, React, Java with Spring, EventBridge, PostgreSQL, Docker, Kubernetes and AWS.

Key Accountabilities & Responsibilities

- Integration of quality into all parts of the Software Delivery Lifecycle by representing QA in the 3 Amigos, refinement and retrospective meetings
- Ensuring that all manual QA processes are removed so we can deploy to production without intervention
- Planning, building and maintaining automated UI test packs to run as part of our Jenkins pipelines using Selenium and Browserstack
- Creating automated API test packs using Postman and Jenkins
- Supporting the Platform team in maintaining and iterating on our Jenkins ephemeral Fargate agents
- Working with our Product Team and Business Analysts to transform manual business processes using automation technologies

Key Performance Indicators

- Deployment frequency (> 1x per day)
- Lead Time for Changes (< 1 day)
- Change failure rate (< 15%)
- Mean Time to Recover (< 1 hour)

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Mindset, Behaviours, Skills and Knowledge

Behaviour, Mindset and Attitude

We are looking for role holder to be able to demonstrate the following behaviour:

- You're inherently curious, and you're always learning new technologies and advancing your skills
- You're organised and detail-oriented enough to play a central role in projects with many moving parts
- You get things done, but you also care about the quality of your work

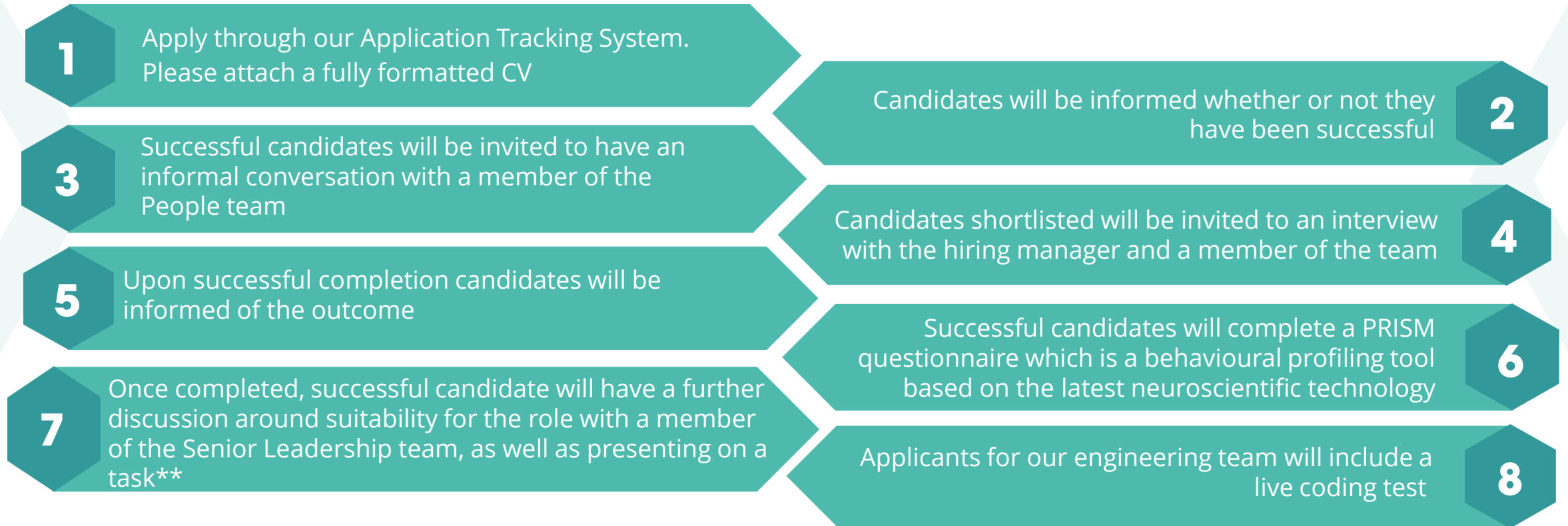## Skills, Know-how and Experience

To achieve performance excellence, the role holder must be able to demonstrate the following:

- Significant experience at a senior level working in an automated QA environment
- Experience of working with AWS and Terraform
- Proven experience of orchestrating test automation using Jenkins pipelines
- Strategic understanding of DevOps principles, including experience of having worked in an DORA Elite Performer environment
- Knowledge of Selenium and Browserstack
- Knowledge of Postman
- Experience of collaborating with Product, Dev and Operations to ensure that quality is represented throughout the Software Delivery Lifecycle
- Extensive experience of working in Scrum or Kanban teams to deliver quality at a high pace

Technical / professional qualifications:

- Bachelor's degree in Computer Science or a related discipline (preferred)
- AWS Certified Solutions Architect Associate or other AWS certifications (preferred)

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The Recruitment Process

1 Apply through our Application Tracking System. Please attach a fully formatted CV

2 Candidates will be informed whether or not they have been successful

3 Successful candidates will be invited to have an informal conversation with a member of the People team

4 Candidates shortlisted will be invited to an interview with the hiring manager and a member of the team

5 Upon successful completion candidates will be informed of the outcome

6 Successful candidates will complete a PRISM questionnaire which is a behavioural profiling tool based on the latest neuroscientific technology

7 Once completed, successful candidate will have a further discussion around suitability for the role with a member of the Senior Leadership team, as well as presenting on a task**

8 Applicants for our engineering team will include a live coding test

**Dependent upon role. You will be informed and will be given plenty of time to prepare for the task!

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What some of our current employees say about us…

"Bloom is a company where innovation and passion run throughout each department, and I think that is the key to its success.

I would say the best thing about working at Bloom would be the people – everyone goes above and beyond to help and provide insight if needed.

Working in the Commercial Team has given me the opportunity to utilise my skill set to bring a positive change to the public sector through professional services. This supported by a flexible working environment makes Bloom an amazing place to work. "

I joined Bloom in April 2021 with one year's PQE. I had known a little bit about Bloom – what it does and how it operates with clients and suppliers - but I was yet to learn all about the ins and outs of the Bloom world.

In the first few months of my role, I got to know the people at Bloom, what they do and how together everyone makes a difference in keeping the Bloom engine running, this was integral to my role.

Through daily talks with my manager, I have been able to discuss all aspects of my role, from challenges faced and ways to overcome them, to how I can improve and what I am doing well in. The constant communication has been and still is a great way for me to learn and develop.

I have been at Bloom for almost a year now and during this time I have met such wonderful people and have learnt a lot! I had no experience of procurement or contracts before joining, but with the help of my manager and the rest of Bloom, I am now in a position where I can confidently say I am good at my job.

At Bloom we are making a real societal difference.

I have had the pleasure of working with some fantastic customers and supporting impactful and critical projects across the UK; from major regeneration projects that elevate the lives of local residents, to complex healthcare projects, ensuring patients continue to receive the exceptional levels of care from our inspiring front-line workers.

This wouldn't all be possible if it wasn't for the Bloom community, who all play an integral role within the business. Brilliant, selfless, and knowledgeable individuals who are passionate about what they do.

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Interested? Apply today!

We look forward to receiving your application.

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