Quality Assurance (QA) Engineer

The Organization

The Family Independence Initiative (FII) is a national diverse organization of racially diverse individuals with a passion for social justice. Our mission is to accelerate social and economic mobility for individuals and families living with low incomes.

Over the past 19 years, FII has partnered directly with individuals and families to demonstrate that investment made directly in their strengths and initiatives delivers strong and sustainable outcomes for low-income families. We have proven that galvanizing social networks in low-income communities, honoring the self-determination of individual families, and leveraging existing capacities results in achieving significant progress toward social and economic mobility. Our focus now is on bringing this approach to philanthropic and government organizations throughout the country by encouraging the adoption of direct investment and the distribution of funds through our UpTogether platform.

Our three-pronged strength-based approach includes:
1. Capital – direct cash investments
2. Choice – freedom for families to use the cash as they see fit
3. Community – a platform for people to build and strengthen their social networks

At FII, we work towards these values:

- **Impact:** We seek to bring our strength-based approach to the 50M+ people struggling with poverty and their communities in this country.
- **Leadership:** We value a culture where everyone is constantly learning and applying that learning to create solutions in partnership that can be tested and applied at scale.
- **Partnership:** We invest in building partnerships of proactive communication and mutual trust within and outside of the organization.
- **Equity:** We create a community that embraces racial and gender equity, diversity, and inclusion, and we support the efforts of others to build such communities.

The Position
FII is seeking a full-time (40-hours/week) contract **QA Engineer** to support the development of our technology platform, UpTogether. We are looking to turn UpTogether into the operating system of a new social safety net that invests in people based on strengths rather than deficits.

We're looking for somebody who has been, and wants to continue being a QA Engineer. If you're an engineering generalist who wants to career-shift into QA, this isn't the position for you. We're looking for actual, demonstrable experience in the QA discipline.

While we use a number of technologies (listed below), specific knowledge of each technology is less important than a strong grasp of core testing concepts and an eagerness to always be learning new languages, frameworks, and techniques!

This is a **100% remote position** (must be based in the United States), so the successful candidate will have a solid internet connection and functional work environment. Employees/Contractors are responsible for furnishing their own workspace, Minimal travel may be required.

Our infrastructure leverages:
- AWS; including EC2, S3, Lambda
- Linux / Ubuntu
- Python and Flask
- Javascript and Vue
- PostgreSQL
- Apache Airflow
- Graphql
- GIT
- Docker

Requirements
- Demonstrated ability to quickly learn new technologies, tools and concepts
- 2+ years of experience testing web applications
- Software testing automation experience
- Excellent problem solving, critical thinking and debugging skills
- Clear and effective written and oral communication skills

Essential Duties and Responsibilities
- Design, implement and automate detailed and comprehensive test plans and test cases
- Estimate, prioritize, plan and test related project work.
- Develop & Implement test scenarios using test tools and QA best practices.
- Serve as Quality Assurance team lead

Ideal Candidate
- Ability and willingness to learn new technologies as needed
- Self-starter who wants to spend the majority of their time breaking and improving things

- Personal connection to FII's mission. Understand what we're trying to do, and be excited to be a part of it!
- Interest in working in an organization that continuously evolves and changes, requiring flexibility and excitement for iteration
- Ability to work independently **and** as a member of a team
- Ability to self-manage and work remotely

The Team
You will be working on a growing technology team composed of full-stack engineers and data scientists, and user experience researchers. We are very active on Slack and are focused not only on doing meaningful work, but also enjoying the process of working and building together.

Compensation
This is a 1-year contract (1099) position with the possibility of extension. The hourly rate is $45-$65/hour. .

Inclusion Statement
At FII, we strive to create a community that embraces equity, diversity, and inclusion, and we support the efforts of others to build such communities. We are committed to an inclusive work environment and are intentional about seeking a diverse pool of candidates that represents the communities with which we work.

FII is committed to the principles of equal employment. We create a diverse work environment and do not discriminate on the basis of race, color, national origin, sex, gender identity, religion, sexual orientation, age, disability, parental status, veteran status, or any other protected status under applicable laws. We encourage individuals of all backgrounds to apply.

To Apply
To be considered for this exciting opportunity, please submit a resume and cover letter via email, with subject line "QA Engineer" to **jobs@fii.org**. Your cover letter should outline how your work history and personal contribution would make a difference for FII and your connection to our mission.
Applications submitted without a cover letter will not be considered.