HAYSTACK PEOPLE

QA-Engineer

COMPANY PROFILE

This organization operates within the financial services industry and is currently scaling its Digital Innovation department at a rapid pace. Multiple engineering teams work on internal platforms, process optimization and customer-facing systems that are critical to the business. One of the core domains within the company is Salesforce (Sales Cloud), where a dedicated team is responsible for maintaining and expanding the platform used by several business units. The environment can best be described as a pragmatic scale-up. Short communication lines, little bureaucracy and a strong focus on ownership and collaboration. Engineers are expected to think along, take initiative and actively contribute to improving both systems and processes. The Salesforce team currently consists of around 7 people, including Salesforce Developers, a Product Owner, Support and Business Analysis. QA within this domain is still relatively immature, which creates a unique opportunity for someone who enjoys building structure and improving quality processes from within.

ROLE DESCRIPTION

As QA Engineer, you will become responsible for quality assurance within the Salesforce domain. You will be involved from the start of new stories and features and help determine how functionality should be tested and validated. This is not an environment where everything has already been fully defined. The company is specifically looking for someone who enjoys taking ownership, bringing structure and helping shape the future of QA within the team. The current focus is primarily on functional testing and UAT, while automation is gradually becoming more important. Initially, the role is expected to be roughly 80% manual testing and 20% automation, with the ambition to further expand automated testing over time. You will work closely with developers, business stakeholders and end users on a daily basis. Communication skills and stakeholder management are therefore just as important as technical QA knowledge.

What you will be doing:

- Translating business requirements into structured test scenarios and test cases
- Performing functional testing and UAT within Salesforce (Sales Cloud)
- Safeguarding release quality and preventing production issues
- Coordinating UAT sessions with business stakeholders
- Identifying risks and proactively improving QA processes
- Contributing to the further development of automation practices
- Working closely with Salesforce Developers, Product Owners and business stakeholders
- Helping shape QA standards, structure and workflows within the team

Why this role stands out:

- Opportunity to help build and shape QA within Salesforce
- Broad role with real ownership and autonomy
- Strong collaboration between business and engineering
- No large corporate QA department with rigid processes
- Fast-moving and pragmatic scale-up environment
- Plenty of room for initiative and improvement ideas
- Direct impact on systems used throughout the organization
- Opportunity to grow further in both Salesforce and test automation

REQUIREMENTS

• 3 to 5 years of experience as a QA Engineer or Software Tester

• Experience with functional testing and UAT

• Experience working in Agile/Scrum environments

• Experience with test automation

• Strong communication and stakeholder management skills

• Able to work independently and take ownership

• Pragmatic and solution-oriented mindset

• Strong command of English

• Willing to work onsite in the Utrecht region approximately 3 days per week

Nice to have:

• Experience with Salesforce (Sales Cloud)

• ISTQB certification

• Experience with Jira, TestRail or Zephyr

• Basic understanding of APIs and system integrations

• Experience with Selenium, Cypress or comparable automation tooling

• Dutch language skills are considered a plus

WHAT'S OFFERED

• Salary between €4.000 and €5.500 gross per month depending on experience

• 32 to 40 hour workweek

• Hybrid working model (roughly 60% office / 40% remote)

• 25 vacation days + 8% holiday allowance

• Pension scheme

• Profit-sharing bonus

• Travel allowance and home office compensation

• Modern Digital Innovation environment with room for growth

• Informal organization with short communication lines

• A role with genuine influence on QA maturity and process improvement

Interested? Feel free to contact Martijn Froentjes via m.froentjes@haystackpeople.nl or call +31644619197 for more information.

Contact & solliciteren

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