



## nFocus Testing Partner Intro

Ryan James – Managing Director

May 2024



UK IT  
INDUSTRY  
AWARDS

Hosted by  
DCE  
computing

**2023 WINNER**

Services Company of the Year

# About Us



Project &  
Programme  
Test Strategy

Test  
Resourcing

Test  
Automation

SDET  
Academy

Load &  
Performance

Managed Services

Professional Services

Mobile App Testing

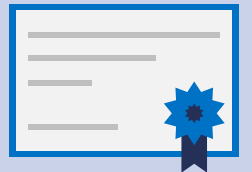
User Acceptance  
Test

nFocus are the longest established UK-owned testing services provider, established in 2000.

We have won a range of awards over the past 24 years.

The pinnacle of which is being named “Services Company of the Year” at the 2023 UK IT Industry Awards, hosted by Computing and the British Computer Society, The Chartered Institute for IT.

Having undertaken market research, we launched our SDET Academy in late 2021 and since then, have hired and deployed 27 Junior SDETs with intake 6 becoming available this month taking us to 36.



# Award Winning Delivery



HM Government  
**G-Cloud 13**  
Supplier

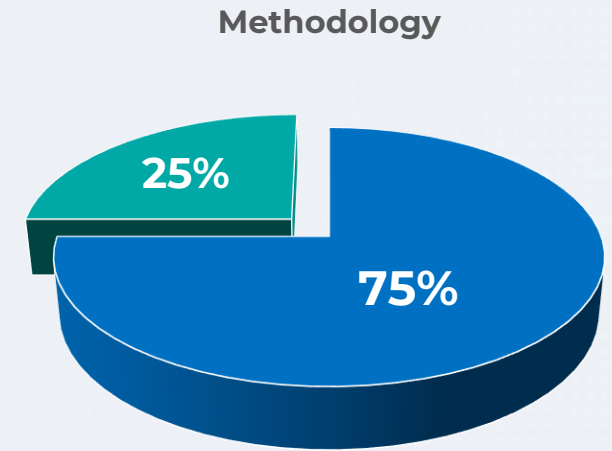


**Microsoft Partner**  
2014 Partner of the Year **Winner**  
Application Lifecycle Management

# The Challenge

**Building robust test automation has always been difficult but in recent years it has been compounded by a scarcity of skills. To understand this further, we interviewed 160 Senior IT Decision Makers. This showed that:**

**As expected, organisations have mostly moved to an iterative development methodologies. These methodologies mean frequent change and a greater need for automation.**



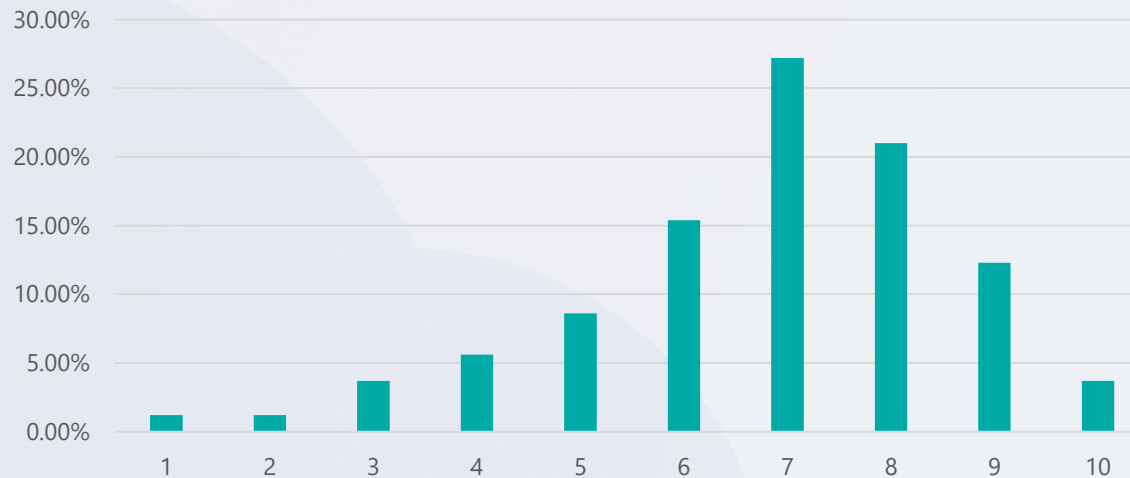
■ Iterative such as Agile    ■ V Model / Waterfall

Primary research - 160 Senior IT DM's interviewed

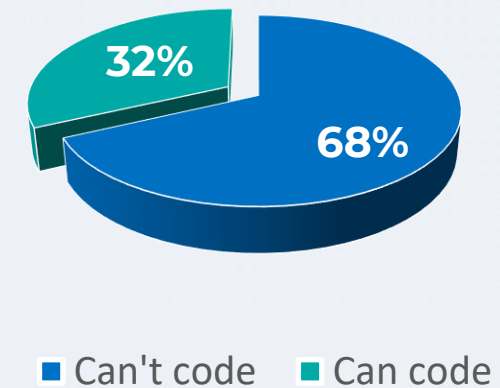
# The Challenge

However, the research found that organisations are finding it difficult to recruit technical testers and that more worryingly still, only 32% of organisations have testers that could code. This suggests that the pool of appropriately skilled people to recruit from is small.

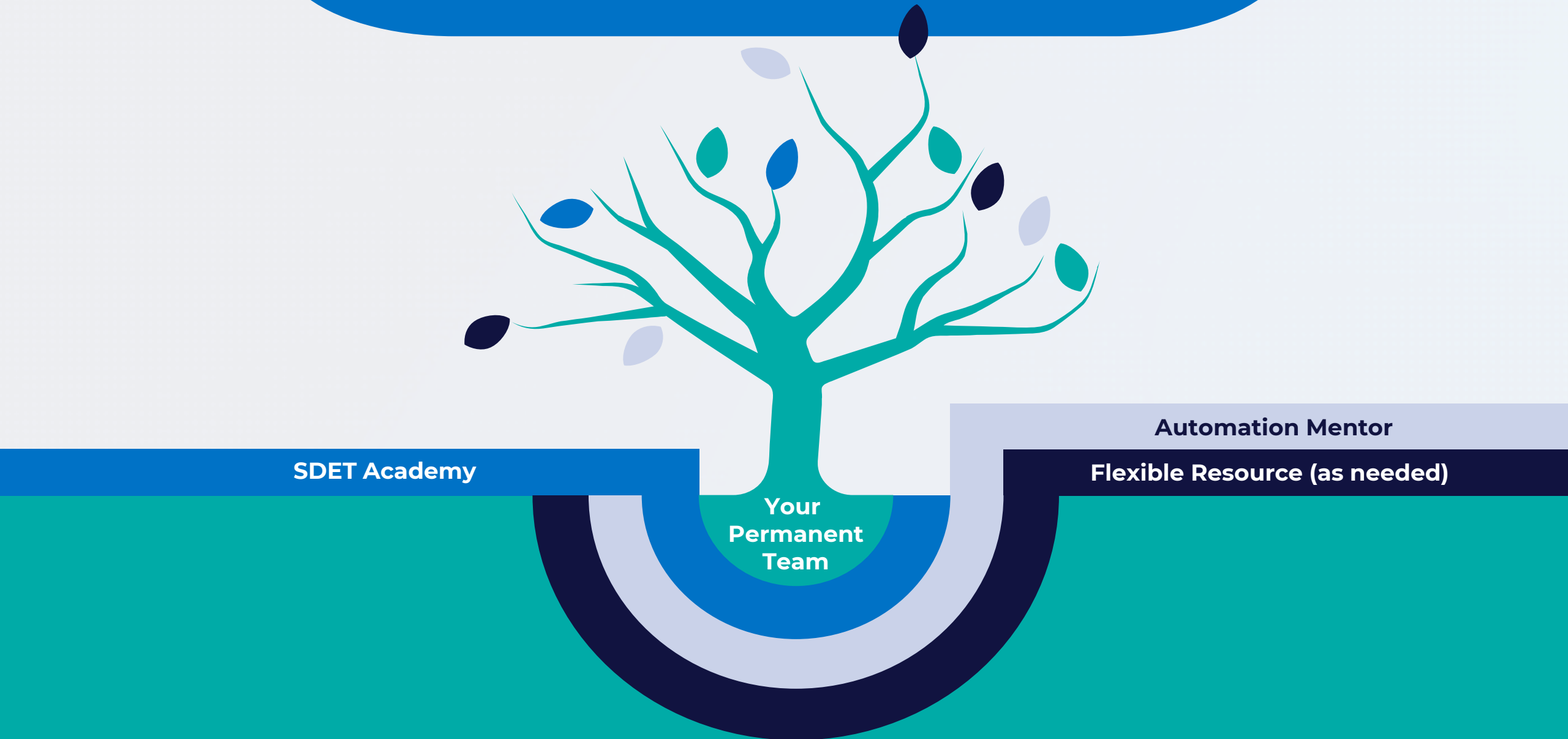
If you've ever tried to recruit permanent/contract technical testers/automated testers how difficult has this been on a scale of 1-10 where 1 is very easy and 10 is very difficult



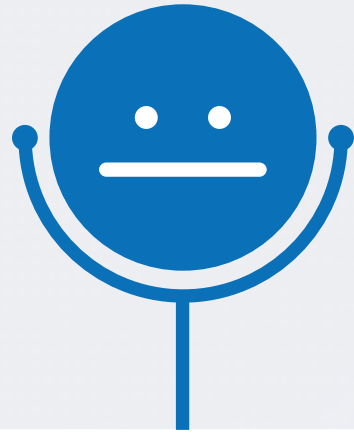
Testers that can code within the organisations polled



# Our Solution

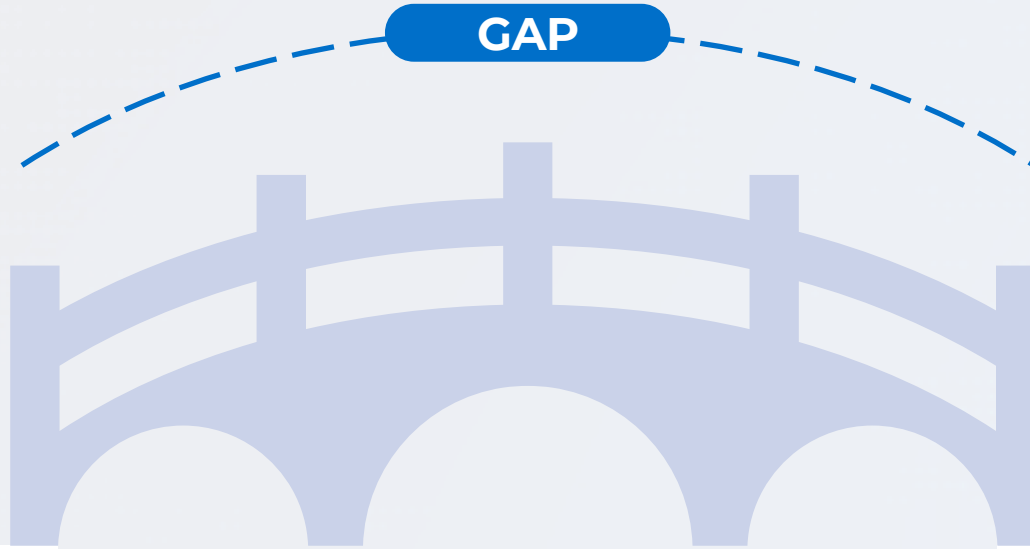


# The Challenge



## CURRENT STATE

We have implemented our SDET Academy to bridge the shortfall in the marketplace for SDETs.



## KEY STEPS TO BRIDGE GAP

We are quarterly assessing candidates for their suitability for a career as a Software Development Engineer in Test (SDET).

The best candidates from the assessment are undergoing training and development within the nFocus Academy.



## DESIRED STATE

Those that successfully graduate will then be considered for placement (with nFocus support) as Academy Graduates on client locations. Each Junior SDET will have an nFocus Senior Automation Consultant to mentor and support them.



# The Academy Overview

START

1

Large pool of applicants

2

First Interview

3

Psychometric profiling

4

Online technical test

8

Training bootcamp

7

8-12 graduates selected

6

In-person assessment day

5

Interview by an nFocus Technical Tester

9

SDET graduation

10

Lands with our clients

11

Relocation for client (if necessary)

12

24 month client graduate transfer option

END



# Thank You

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