

EXCITING CAREER OPPORTUNITY

Job Title

Systems Quality Assurance Analyst



Housing
Finance
Bank

Housing Finance Bank is a commercial bank and the leading provider of housing finance solutions. With a vision to be the preferred consumer and business bank, and a strong focus on housing finance, the Bank seeks to achieve its strategic objectives efficiently and effectively.

Housing Finance Bank is seeking a qualified, versatile, and self-driven individual to fill the vacant position below.

Systems Quality Assurance Analyst

Department: Business Technology

Reports To: Manager Enterprise Architecture

Job Grade: HFB 6 C

Direct Reports:

Direct - None

Indirect - None

Interacts/Interfaces with:

Internal - BT Team
- Information Security Team
- Business & Operations Teams
- Internal Audit

External - Technology vendors & service providers

Job Purpose:

The role holder is responsible for conducting quality reviews of business requirements and supporting the planning, design, and execution of system testing for all implementations.

The Systems Quality Assurance Analyst is also responsible for leading the execution of functional and non-functional tests, implementing quality testing and reporting processes to track and ensure adherence to quality software development processes and products. This includes creating detailed, comprehensive, and well-structured test plans and test cases, estimating, planning, prioritizing, and coordinating quality system testing activities for all implementations based on system requirements.

Key Result Areas:

- Lead and coordinate business requirements reviews across functional teams and ensure that business requirements are precise and testable.
- Work closely with the project team to define and create the overall project test strategy or test plan. Plan test schedules and strategies, identify test resources, estimate test effort in accordance with project scope or delivery dates, and ensure that the test strategy is achieved.
- Develop, document, and maintain functional and non-functional test cases, test scripts, and other test artefacts such as test data, data validation scripts, harness scripts, and automated scripts.
- Work collaboratively with business units and project teams to execute and validate test cases based on business requirements and ensure that the test cases are traceable to the requirements.
- In collaboration with other critical stakeholders, tune the SQA processes, adopt tools, and define reusable templates in line with the adoption and maturity of the SQA framework.
- Define test processes, including required test activities and deliverables; conduct test readiness assessments, establish test beds, and ensure that test beds are available for all planned white-box and black-box testing activities.

- Implement and monitor test scripts to assess functionality, reliability, performance, and quality of the service or product.
- Develop and execute test plans to ensure that all objectives are met.
- Ensure that user expectations are met during the testing process.
- Engage, champion, and collaborate with technical teams/personnel in non-functional testing including integration, regression, load, performance, security, and usability testing.
- Prepare, share, and review test results periodically; report any defects, bugs, errors, configuration issues, and interoperability flaws; and develop test acceptance reports for projects and software changes.
- Work with business units to perform post-deployment sanity and regression tests and conduct post-implementation reviews within a defined period to confirm that the deployed solution works according to business requirements.
- Investigate customer complaints and product issues.
- Identify and remedy defects within the production process.
- Ensure ongoing compliance with quality and industry regulatory requirements.
- Recommend, implement, and monitor preventive and corrective actions to ensure that quality assurance standards are achieved.

Financial Responsibility:

- Responsible for controlling costs within the agreed system development and programming budget during the SDLC.
- Responsible for implementing cost-effective quality assurance principles and practices during the development of innovative automated business solutions.

Person Specification

Education & Training:

- Minimum of a Bachelor's Degree in Information Systems, Software Engineering, Computer Science, IT, Engineering, or any related IT discipline.
- Possession of a Certified Banking qualification or a Master's Degree in a relevant field would be an added advantage.
- Relevant practical training in technology projects within the financial services sector.
- Any additional relevant certifications would be an added advantage.

Skills & Experience:

- A minimum of three years' of experience in banking systems and operations, IT projects, software applications, and support.
- Analysis, design, and implementation of emerging technologies such as Mobile and Internet Banking using various SDLC methodologies, ITIL, PL/SQL, and Oracle/SQL Server databases.
- Experience in quality inspection, auditing, and testing.
- Excellent communication skills, both written and verbal.
- Strong IT skills and knowledge of QA database management systems and applications.
- Knowledge and experience in administering Windows, Unix, and Linux operating systems and applications, databases, messaging systems, or web server systems.
- Good knowledge of software development life cycle methodologies used in quality analysis.
- Experience in at least two IT disciplines such as application development, middleware, SOA, and Software Quality Assurance.

- Experience in information technology, with a focus on business analysis, software development, and quality assurance.

Business Behaviours:

- Prior working experience in Software Quality Assurance.
- Knowledge of a broad range of software applications, hardware, and networks.
- Strong programming knowledge.
- Ability to liaise with all levels of management and subject matter experts across the industry and within the organization.
- Strong understanding of banking business and operations, FinTechs, and product development trends.
- Familiarity with the financial services industry in Uganda.
- Exposure to software testing automation.
- Strong understanding and experience in digital banking services.
- Demonstrated ability to link and apply complex technologies to business strategies.
- Strong skills in business process analysis, redesign, and solving complex business problems.
- Ability to manage cooperation with third-party vendors.
- Entrepreneurial mindset with a sense of urgency, a positive attitude, and the ability to excel in a high-pressure environment.
- Exceptional interpersonal, conflict resolution, and communication skills.
- An open and collaborative style, comfortable working in an environment where ideas are shared and challenged.
- Ability to use logic and reasoning to identify the strengths and weaknesses of IT systems.
- A meticulous approach to work.

Interested candidates should submit their applications with a recent CV, copies of all academic transcripts, certificates, testimonials, daytime telephone contact, postal and email address and three competent referees not later than **Thursday, 04th May 2026**, by 5:00pm to:

Chief Human Resources Officer
Housing Finance Bank,
Investment House
4 Wampewo Avenue, Kololo

Recruitment@housingfinance.co.ug

DO NOT HAND DELIVER YOUR APPLICATION

Please note that only shortlisted candidates will be contacted, and any form of canvassing will lead to automatic disqualification.

Guidelines for Submitting Documents

1. Ensure that all your documents are scanned and submitted in one single batch using the following order:
 - Application letter
 - Curriculum Vitae (CV)
 - Academic Documents and Certificates
2. The maximum document size is 10 MBs.
3. Please indicate the name of the position you are applying for in the subject.