

# Testbytes QA Staffing

The **QA** Hiring Solution You  
Have been Looking For!

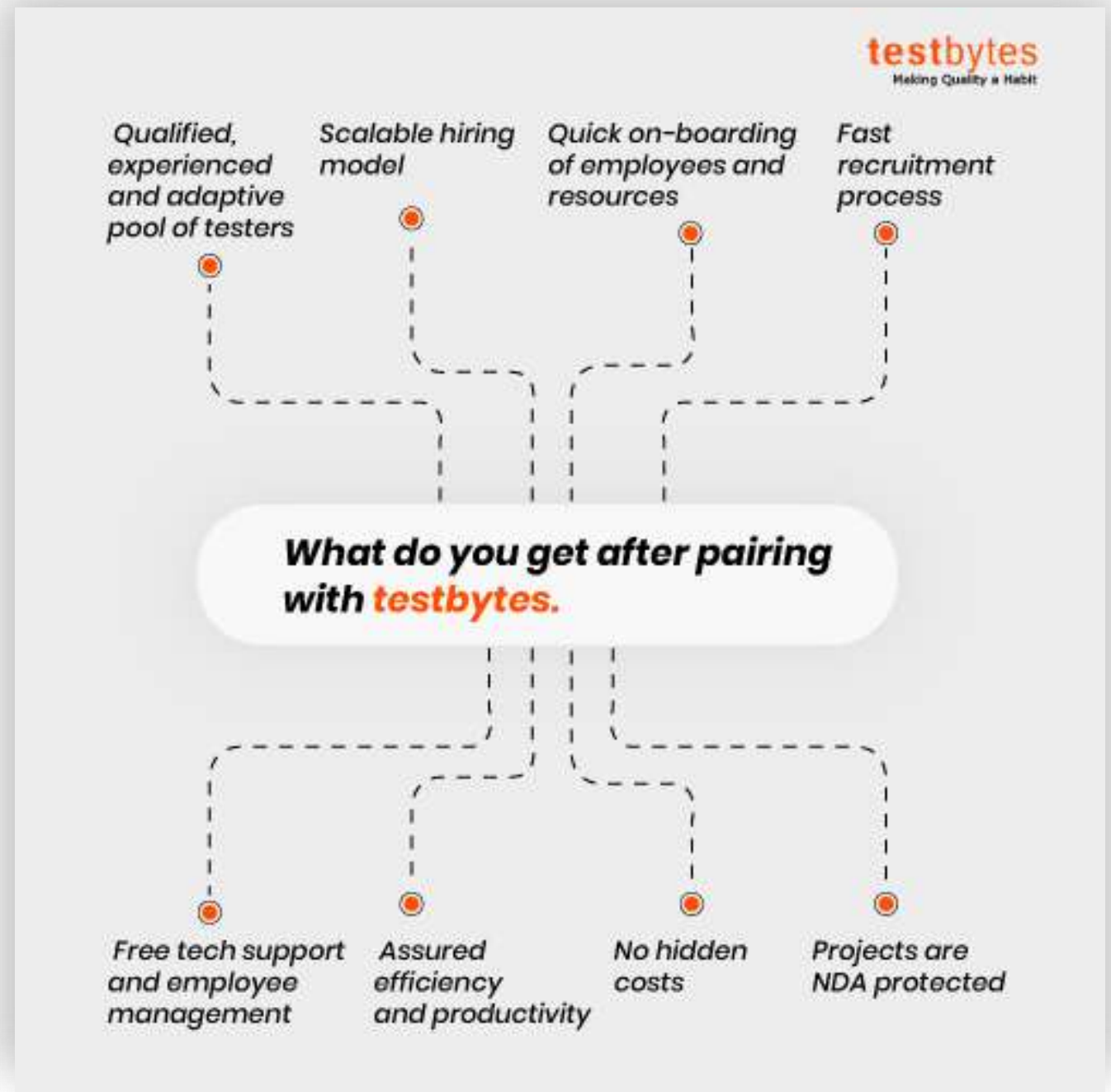




To save yourself from the hefty process of hiring you need a scalable hiring solution make sure that the **quality** of your product is maintained as a habit!

This is the scenario where **TESTBYTES** comes into the picture for your project.

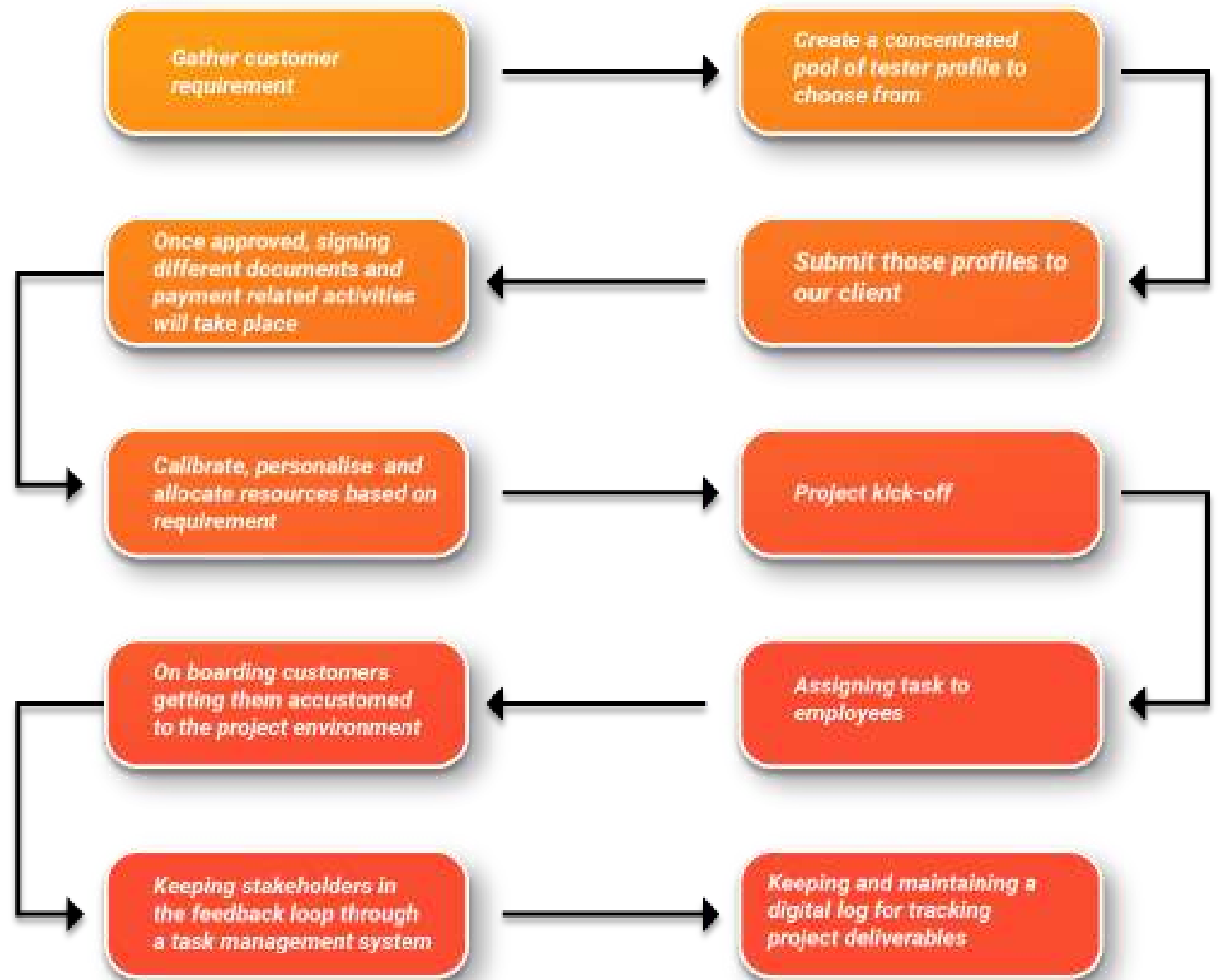
# Perks of Hiring From US!





**What Makes Our Staffing  
On Boarding Process The Best!**

# Our Staffing Process





- ▶ **Customers can choose the kind of testers they wish to work with. For instance, we will submit profiles of testers with varied experience and expertise. Clients can interview the candidates and choose testers of their choice**

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- ▶ **Decision and discussion about what kind of solution (onsite, offsite or hybrid) and resources will take place**

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- ▶ **If our client is not acquainted with the QA process, they will be given proper brief regarding the processes**

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- ▶ **Daily report will be sent to the client regarding the QA**

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- ▶ **Clients can track the progress of the project with the help of a test management software or through any other preferred tracking or management medium**

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- ▶ **If the client wishes to integrate the bug tracking system to their project management tool that's possible too.**



**We** will make sure that timely project briefing to ensure that everything is in the right track

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**Project deliverables** can be tracked with utmost transparency

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If the requirement of the client is generic, means, minimal idea about the QA process or unable to find out what's going wrong in the project, our resource can be a part of the project for a short time and figure out the root cause of the issue and work on it.

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**Daily report** will be sent to the client regarding the QA

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If you have specific requirement, we have a mobile where you can choose the type of testers, expertise level, platform, duration etc. so that we can quickly grab your requirement with ease.

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# Concerns That We Would Like to Address





## How Do We Onboard Testers?

Our hiring process has been carried out by experienced employees who have been in the forefront of testing projects and hiring. So the pool of testers at present at **testbytes** is a concentrated concoction of excellent testers.

Our testers are well-versed with solving any complex problems and testing any advanced technology with ease.

And, moreover, Our resources are of top-notch.



# How Do We Do Employee Retention?

- **We** will make sure that the employee will have a positive work-friendly atmosphere
- **Constant** feedback processes
- **Daily** meeting + weekly team interaction
- **Optimised** benefits for employees to make sure that they feel rewarded
- **Badges** and extra benefits for outstanding employees
- **Training** new skills and technologies to make sure that they are gaining more than monetary
- **Exposing** them to advanced technologies
- **Encouraging** collaborative methodologies in problem-solving



# How Do We Do Leave Management?

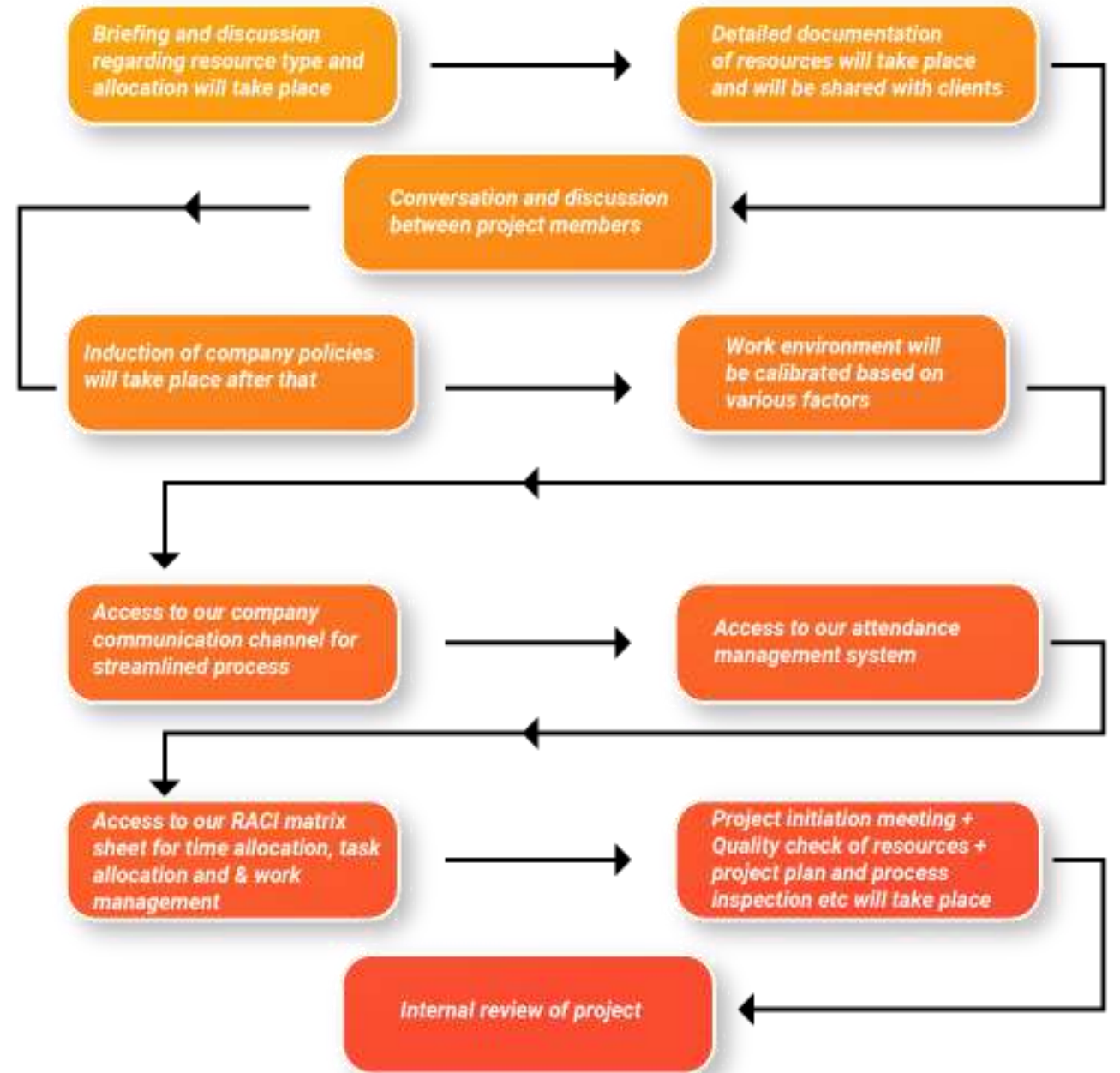
- **We** have a cloud-based leave management system called [WiFi-Attendance](#) that will ensure prior approval of leaves, better tracking, monitoring, attendance management etc.
- **If** there is any sort of emergency we will provide reserve testers and who will be trained and informed as per requirement, testing procedures and progress that's required to for our testers to be easily in charge of any project
- **Optimised** benefits for employees to engage them more in work
- **Leave** requests of testers will be addressed immediately so that there won't be any difficulties for our clients
- **Staffing** Employees have to go through the same process for leave application as the employees who work in our premises.

# How Do We Enhance The Skill of Our Workers?



- **Determination of task, procedures, and subject that employees must learn**
- **Experts to train**
- **Allocation of time, resources and supplies to make sure that skill training is happening effectively**
- **Training for each employee will be different based on their area of expertise**
- **A strategic skill training plan will be developed that won't be a hindrance to any of our on-going projects.**

# Our Resource On boarding Process



<b>R</b>	<p><b>Responsible</b></p> <p>people who are directly involved in tasks. They might also have the decision-making power and mostly one or more people are involved in this category</p>
<b>A</b>	<p><b>Accountable</b></p> <p>Stakeholders who is responsible for the work. People in this section has to sign-off every task and must make sure that the responsibilities has been assigned to concerned individuals</p>
<b>C</b>	<p><b>Consultants</b></p> <p>Input for the completed work will be given by people who serve this position</p>
<b>I</b>	<p><b>Informed</b></p> <p>Those who wish to be kept in loop regarding the progression of the work will be in this group</p>

## RACI Matrix - Effective Task Management Tool We Use To Make Things Easier

- It's a project management tool of the highest efficiency
- RACI matrix will bring clarity to team roles and responsibilities
- Who will be responsible for what will be figured out next it will be listed in the sheet
- The squares inside the sheet will be filled with letter RACI to identify which person is taking care of what
- Resources can be measured and allocated in the right amount
- Can be used to increase the sense of responsibility of workers
- In case any of the team member leaves, the back-up will be able to figure what to do with in no time

# Setting Role expectation using RACI matrix

Project task or deliverable	Test Lead	Testers	HR	Stake Holders	SME	Developer team	Client Representative
Project briefing	I	I		I	I		A/R
QA Budgeting	A/R			I	C		I
Tester Selection	A/R		C	I			I
management	A/R		R/C	I			
handling	A		I	R	I	C	
Employee Management			A/R		I		
Daily Meeting	R	R					A/R
Test Strategy	A/R	R		I	C		I
Test case creation	A	R			C		I
Test Execution	A	R			C		I
Test Environment	A	R			C		I
Automation	A	R			C		I
Test Data	A	R			C		I
Defect prioritization	A/R	I		I	C	I	I
Tracking systems	A/R	R			C		I
Bug Fixing	I	C		I	I	R	A
Communication	A/R	I		I			I
Status/Metric	A/R	R		I	I	I	I



# How Do We Ensure The Data Security Of Our Customers?

- **Before commencing the project we make sure that Confidential Disclosure Agreement (CDA) has been signed by both parties.**
- **Usage of strong and constantly-changing credentials will be practiced throughout**
- **Dedicated servers to ensure maximum protection**
- **Data-audit and security audit will take place periodically**
- **Highly-secure email channel**
- **There won't be any other medium in handling credentials between us and our client**
- **Secure network protocols**
- **Regular data back-up**



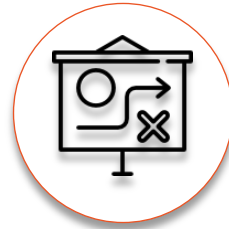
# How can our testers be the best time and cost-saving option for your company?



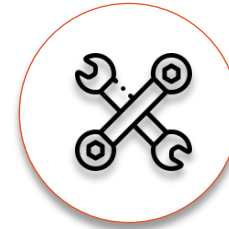
Minimum duration of hiring would be 8 weeks



The minimal time required for writing test cases and designing tests



A strategically developed approach in creating test plans and test designs



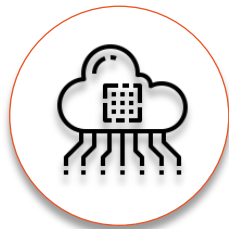
Our testers are provided with advanced bug tracking tools



Cloudbased automation suit



Impressive bug detection skills



Experienced in testing RESTful microservices and service-oriented architecture system



Experienced testers who have worked with organizations with varied size and domain



Excellent and realistic test-automation strategy



In case of emergency resource will be replaced within 2 weeks



## How do we take care of the re-badging of employees?

- **W**e have a dedicated rebadging team to take care of the process
- **P**eriodical meeting with the employees and our clients to make sure that everything is smooth
- **P**roper training will be organised for employees so that they can be a good cultural fit in
- **R**ebadged employees possess high technical skills as well as industry knowledge
- **R**egular surveys will be taken from our clients as well as employees to make sure that both the parties are happy with the transaction

# Types of Hiring We Offer

## Onsite

Testers or team of testers that can work in the client organisation for a particular time period. Inter-team collaboration is the forte of this type of hiring

## Offsite

Candidates will be working in our organisation utilizing our resources

## Hybrid

Your team can work in our environment to make sure 100% effective collaboration is happening

# Mobilising Resources

- If there is a requirement for new resource or a replacement we will make it happen within 2 weeks
- Transfer of our resources internally by our clients is permissible and but should be strictly be based on skillset and design. However, relocation of our resources to another company is not allowed
- All the required security measures will be taken for our resources, Even if our employee is using client resources we can do inspection based on the requirement
- The employees we provide will be able to converse well in English. However, if the employees has to speak other languages, it has to be stated in the initial requirement discussion itself

# About payment and confidentiality

- NDA (non-disclosure agreement ) will be signed and practiced strictly
- Employees and other resources we provide will be strictly verified before the commencement of the project
- Rates can only be provided after hearing the requirement since time, skills, type have an impact on the cost
- Once the requirement gathering and project discussion has taken place 100% payment is expected before the commencement of the project
- Bank transfer is the preferred way of payment exchange

# Our Clients



And there is Many more...

# Queries? we are always at your service



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