

# How to Staff a Test Team

Your guide to understanding how to put together the best test team for any project.

# How to Staff a Test Team: **Member Pick List**

Below are various team members you may want on your test team. Each member has certifications relevant to their role.



**TA**

**Test Analyst**

RELEVANT CERTIFICATIONS

**F** FOUNDATION CERTIFICATIONS  
+

- ✓ ASTQB Usability Tester



**SENIOR TA**

**Senior Test Analyst**

RELEVANT CERTIFICATIONS

**F** FOUNDATION CERTIFICATIONS  
+

- ✓ ASTQB Usability Tester
- ✓ IQBBA Business Analyst
- ✓ ISTQB Test Analyst (*Advanced*)



**TL**

**Test Lead**

RELEVANT CERTIFICATIONS

**F** FOUNDATION CERTIFICATIONS  
+

- ✓ ASTQB Usability Tester
- IQBBA Business Analyst
- ✓ ISTQB Test Analyst (*Advanced*)
- ✓ ISTQB Test Manager (*Advanced*)




**TM**

**Test Manager**

RELEVANT CERTIFICATIONS

**F** FOUNDATION CERTIFICATIONS  
+

- IQBBA Business Analyst
- ✓ ISTQB Test Analyst (*Advanced*)
- ✓ ISTQB Test Manager (*Advanced*)
- ✓ ISTQB Test Management (*Expert*)



**TTA**

**Technical Test Analyst**

RELEVANT CERTIFICATIONS

**F** FOUNDATION CERTIFICATIONS  
+

- ✓ ASTQB Performance Tester



**SENIOR TTA**

**Senior Technical Test Analyst**

RELEVANT CERTIFICATIONS

**F** FOUNDATION CERTIFICATIONS  
+

- ✓ ASTQB Performance Tester
- ✓ ISTQB Test Automation Engineer
- ✓ ISTQB Technical Test Analyst (*Advanced*)



**TTL**

**Technical Test Lead**

RELEVANT CERTIFICATIONS

**F** FOUNDATION CERTIFICATIONS  
+

- ✓ ISTQB Technical Test Analyst (*Advanced*)
- ✓ ISTQB Test Analyst (*Advanced*)
- ✓ ISTQB Test Manager (*Advanced*)

✓ = Recommended Certification


○ = Optional Certification

**F** FOUNDATION CERTIFICATIONS =

- ✓ ASTQB Mobile
- ✓ ISTQB Agile
- ✓ ISTQB Foundation

# How to Staff a Test Team: **Team Units**


Here are three examples of test team units using the members from the previous page.  
As the size or intensity of a project changes, units can be added or subtracted.



The High Technical Unit diagram shows a circular arrangement of seven icons. At the top is a Test Team Lead (TTL). Below the TTL are two Senior Test Team Analysts (SENIOR TTA). At the bottom are two Senior Test Analysts (SENIOR TA) and one Test Team Analyst (TTA).

**High Technical Unit**


For a project that will need programming experience such as an embedded software project, or will require significant web services testing.



The Medium Technical Unit diagram shows a circular arrangement of six icons. At the top is a Test Lead (TL). Below the TL are two Senior Test Analysts (SENIOR TA) and one Senior Test Team Analyst (SENIOR TTA). At the bottom are one Senior Test Analyst (SENIOR TA) and one Test Team Analyst (TTA).

**Medium Technical Unit**

For a project that implements complex technologies and will require interface testing but also has significant UI testing.



The Low Technical Unit diagram shows a circular arrangement of six icons. At the top is a Test Lead (TL). Below the TL are one Senior Test Analyst (SENIOR TA) and one Test Team Analyst (TTA). At the bottom are two Test Analysts (TA).

**Low Technical Unit**

For a project with a web application that will run on the desktop and on mobile devices.

## **SPECIALTY TESTING**

Will you need to do specialty testing? If so, you'll need to add the people to handle that work. Since it tends to be sporadic, it may be better to acquire specialists as needed rather than building them into the permanent project teams. Either way, you need to consider:

**PERFORMANCE TESTING:** How long will it take? How many times do you need to run it? Do you need someone to build the scripts but your base team can handle execution?

**SECURITY TESTING:** How many times will this need to be conducted? Once in the test environment, once in production? Do you need someone who can help build the security infrastructure? Look to the security specialists for this work as it is ever-changing and critical to the operations of your software and maybe your organization.

**USABILITY TESTING:** Is this a brand new UI or just modifications to the existing one? Do you need to conduct full usability testing using labs or will you just need a usability review?

**TEST AUTOMATION:** Do you need to build a framework or does one exist (this is STTA/TL work if needed)? Who will do the scripting? How will you handle long term maintenance of the scripts?

# How to Staff a Test Team: **Sample Project**

## Project Parameters

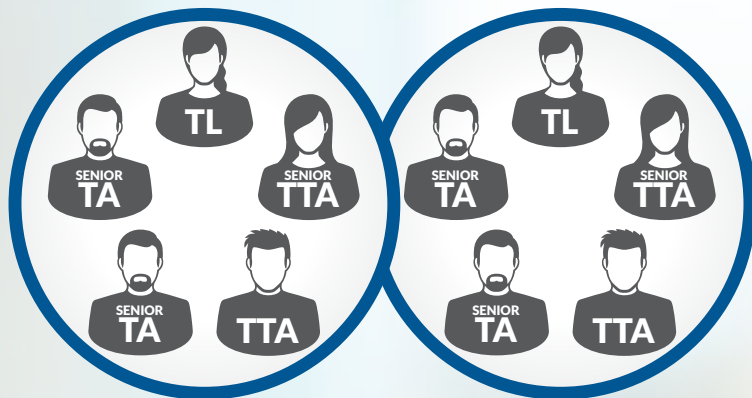
- |   |  |   |   |   |
|---|--|---|---|---|
| <b>1</b> We are implementing a new ERP system (our old one was home grown and is unsupported) | <b>2</b> This will be a standard system, but it will have customizations | <b>3</b> It will have to interface with 10 existing systems, transferring data back and forth | <b>4</b> There will be a significant data migration effort                                | <b>5</b> We will be building a new data warehouse for our BI needs  |
| <b>6</b> Test automation will be required for long term regression testing                    | <b>7</b> Reliability testing is needed                                   | <b>8</b> Security testing is critical   | <b>9</b> Part of the new system will allow access to various functions via mobile devices | <b>10</b> The project is scheduled to complete in a year. There are 20 developers working on the project. |

This is a medium complexity project. It has complex components, particularly with the interfaces to the other systems, and a number of technical testing requirements.

## Test Team Needed for Project

### 2 Medium Technical Units

(to handle parameters 1, 2, 3, 4)



+

### 1 Low Technical Unit

(to handle parameters 1, 2, 9)



+

### Specialists

(to handle parameters 5, 6, 7, 8)



+

### Test Manager

(for guidance and scheduling)



## HOW CAN WE HELP?

Request a free consultation with a software testing expert volunteer from the American Software Testing Qualifications Board (ASTQB).

813.319.0890 | [info@astqb.org](mailto:info@astqb.org) | [www.astqb.org](http://www.astqb.org)