

mateco IT – Lead quality assurance engineer

We're looking for a lead quality assurance engineer. Are you the one?

We believe quality isn't a checkbox, it's the foundation of trust, delight, and innovation. As our lead quality assurance engineer, you'll not only safeguard the excellence of our software but also guide, inspire, and evolve our QA team. You'll help shape processes, mentor teammates, and ensure we deliver robust, reliable solutions that align with our product vision and business objectives.

Good. So what does that mean in detail?

- Oversee the full quality assurance lifecycle: define, plan, and execute test strategies, plans and cases (manual + automated) to meet acceptance criteria and best practices
- Lead and mentor a team of QA Engineers: guide technical growth, promote best practices, provide feedback, set goals, and help with career development
- Embed QA deeply across development: work with software engineers, product owners, UX, and DevOps to integrate quality checks and reduce dependency on separate QA handoffs
- Drive automation efforts: implement or enhance automated test frameworks, write/oversee automated test suites, ensure CI/CD pipelines include quality gates
- Participate in agile processes: sprint planning, daily scrums, reviews, retrospectives; bring QA into the heart of the delivery cycle
- Manage production readiness: monitor test metrics, conduct root-cause analyses for defects, approve releases for UAT or production, ensure we meet reliability, performance, and stability expectations
- Stakeholder communication: provide regular, transparent reports on quality status, risks, coverage, and challenges; influence across teams and with leadership

Ok. And what exactly would make you the perfect fit for this?

Must-have qualifications & skills

- Proven experience in a QA / test engineer role, with **significant leadership or people management exposure**.
- Experience in programming and test tooling, more specific Playwright.
- Strong familiarity with both manual testing and automation (tools/frameworks) and experience building or maintaining automated test suites.
- Deep understanding of agile principles and practices (ideally including scaled frameworks like SAFe or LeSS).
- Experience in CI/CD pipeline management and DevOps practices; ability to enforce quality gates.
- Excellent communication, coaching, and collaboration skills — you'll need to inspire the team and work across functional boundaries.
- Strong analytical skills: identifying gaps, driving improvements, and mitigating risks before they become

problems.

Desirable extras

- T-shaped skills (deep in one technology, broad across others) or moving toward an E-shaped/skilled leadership profile.
- Experience with performance, security, or non-functional testing in addition to functional testing.
- Prior experience in test strategy & architecture, cross-team dependencies, solution-level quality considerations.

Core competencies & leadership traits

- People leadership: coaching, mentoring, fostering growth; helping each team member reach their potential.
- Strategic thinking: seeing beyond immediate bugs toward long-term product reliability, maintainability, and customer satisfaction.
- Ownership & influence: taking responsibility for quality across the product; influencing others to adopt best practices.
- Problem solver: proactive; able to root cause defects, adjust strategy in light of new info, pivot when needed.
- Communication & collaboration: clear, effective communication with technical and non-technical stakeholders; strong facilitation.

Still sounds good? This is what we have to offer you.

- A big and modern IT environment with **lots of opportunities** to learn and contribute.
- **You will stay on top of your game** and you will be able to **take initiative and make a difference**.
- We offer a working culture built on **autonomy and mutual trust and respect**.
- Lots of flexibility: flexible hours and the ability to **work from home 2 days a week**.
- We offer an **attractive salary package** including numerous fringe benefits.
- A brand new office in Waregem to **work together with your team**

Alright, convinced you are the one?

Apply now!

<https://jobs.mateco-it.be/en>