



## Palomar Specialty Insurance Company

Palomar Specialty Insurance Company provides catastrophe insurance for personal and commercial property. Headquartered in La Jolla, California, the company was founded in 2014 by a group of insurance veterans who recognized a need for customized options in the catastrophe insurance market nationwide. By offering earthquake, hurricane and flood products through an exclusive network of agents, brokers, wholesalers and program administrators, Palomar ensures its policyholders receive specialized service for catastrophe protection.

Palomar Specialty is a growing insurance provider that is building an extraordinary business around an exceptional team of employees. As a result, Palomar is hiring at all levels of the organization and is seeking both experienced insurance professionals and recent college graduates who are up to the challenge of helping build a modern and differentiated insurance business. If you would thrive in a dynamic work environment where your contributions will be recognized and rewarded, Palomar would like to talk to you about joining this collaborative and hard-working team.

Please send your resume with salary requirements to: [hr@palomarspecialty.com](mailto:hr@palomarspecialty.com)

For more information about the company, visit [www.palomarspecialty.com](http://www.palomarspecialty.com). No phone calls or agency solicitation please.

Palomar Specialty Insurance Company is an Equal Opportunity Employer.

Palomar is currently seeking to fill the following position in its beautiful La Jolla office:

### QA Manager Position Description:

We are seeking a QA Manager who will take ownership of our Quality Assurance Processes, Build, Lead and Manage an internal QA Team as well as our outsourced QA Team. The QA Manager will also be working collaboratively with the BA, Development and Business Teams in developing Applications across the corporations LOBs. The QA Manager will be responsible for establishing and implementing quality assurance practices. Working closely with business analysts and software development teams to coordinate testing efforts, prepare testing plans, and develop best practices that will support an existing agile development methodology. They will also be responsible for compiling and reporting overall software QA metrics for the organization.

### Requirements:

- ◆ Requires a BS degree in Computer Science, Information Systems, Engineering or relevant experience of 3-5 years.
- ◆ At least 2 years of experience in a manager/ program manager role
- ◆ Strong test cases development experience
- ◆ Hands on experience with Selenium WebDriver to create automation scripts a strong plus
- ◆ Experience in all stages of application testing including UI, backend, functional, regression
- ◆ Working knowledge of Java
- ◆ Working knowledge of SQL
- ◆ Knowledge of Restful Services/APIs and Testing
- ◆ Experience testing Pega, Salesforce or other types of BDM applications a plus
- ◆ Strong communication and collaboration skills
- ◆ Insurance or Financial Services experience a plus
- ◆ Demonstrated ability to communicate in both verbal and written communication
- ◆ Experience working with Agile and SCRUM development methodologies



### *A Commitment to Stability*

- ♦ Strong problem solving, communication and analytical skills
- ♦ Proven ability to deliver quality results in a rigorous and dynamic business environment
- ♦ Highly organized, detail oriented, self-motivated, and be a self-starter in a fast-paced environment with demanding internal and external deadlines

### **Responsibilities include (but are not limited to):**

- ♦ Have responsibility for development of test strategies and creation of appropriate test harnesses as well as pragmatic testing approaches
- ♦ Drive testing methodology and tools to support agile and cross-platform (PC, Mobile, Console) application development lifecycles
- ♦ Be a champion of quality and operational excellence: establish team metrics for measurement of quality and operational excellence and a consistent, regular process for assessment and improvements
- ♦ Manage a team of quality engineering professionals to ensure the highest quality product delivery - and define measurable metrics to gauge progress against objective QA goals
- ♦ Show strong business and technical judgment that will accelerate time to market of releases, while incrementally moving our services towards the long-term vision
- ♦ Understand how all elements of the system software ecosystem work together and develop QA approaches that fit the overall strategy
- ♦ Perform feasibility analysis, scopes projects and work with the Business and R&D teams to prioritize deliverables
- ♦ Interacting with Business SMEs, BA and Development Teams as required.
- ♦ Develop software verification plans and quality assurance processes and procedures
- ♦ Assess the risks of various solutions and prioritizes competing business demands
- ♦ Serve as a subject matter expert
- ♦ Comply with project plans and industry standards
- ♦ Quality – Demonstrates accuracy, thoroughness and attention to detail always; Looks for ways to improve and promote quality; Applies feedback to improve performance; Monitors own work to ensure quality
- ♦ Technical Skills -Pursues training and development opportunities; Strives to continuously build knowledge and skills; Shares expertise with others
- ♦ Initiative – Volunteers readily; Undertakes self-development activities; Seeks increased responsibilities and takes ownership of tasks at hand; Takes independent actions and calculated risks; Looks for and takes advantage of opportunities; Asks for and offers help when needed
- ♦ Innovation – Displays original thinking and creativity; Meets challenges with resourcefulness; Generates suggestions for improving work; Develops innovative approaches and ideas; Presents ideas and information in a manner that gets others' attention
- ♦ Translates complex business requirement into functional testing plans and implements those plans as designed

### **Salary:**

Competitive salary that is commensurate with individual experience.

### **Benefits and Compensation:**

Palomar Specialty Insurance Company offers competitive salaries, ongoing professional development and a comprehensive benefits package, including: Medical, Dental, Vision, Company-paid Life and AD&D Insurance, Company-Paid Long-Term Disability benefits, 401(k) Retirement Savings Plan (with company matching), Paid Time Off and Paid Holidays. Paid parking.