



JD - Quality Assurance Lead

About Us

Novacis Digital Private Limited is a US Based product-based technology company headquartered in Atlanta, GA with its Global R&D center at IIT Madras Research Park, a hub for cutting-edge innovation. We specialize in building AI-powered digital products and analytics-driven solutions that solve real-world problems.

Our leadership team brings over 100+ years of global experience delivering scalable technology platforms and innovation labs for US Federal & State Government and Fortune 500 companies. We are passionate about fostering a culture where technologists thrive by building smart, secure, and scalable products with real impact. We're currently working on next-generation LLM based systems based on AI first principles for intelligent document processing, dynamic workflow orchestration, AI copilots, enterprise data analytics, Convolutional LLM application and natural language analytics. If you're excited to work at the intersection of Research & Development, cutting edge AI technology and scalable engineering, you'll find yourself

Why Join Us

- Be part of **LLM-first products** and cutting-edge GenAI solutions
- Work alongside experienced **AI, data, and cloud professionals**
- Collaborate in a startup-style environment backed by solid leadership
- Influence product direction while mastering your domain craft

Role Overview

We are looking for a **Quality Assurance Lead** who will establish, structure, and scale the QA function within our organization.

This role requires someone who can:

- Define and implement QA processes from scratch, Build and mentor a QA team
- Drive automation strategy alongside strong functional testing
- Establish quality governance and metrics
- Thrive in a startup environment with high ownership

This is a leadership role combining **process maturity + automation enablement + execution + Quality Deliverables**.

Key Responsibilities

QA Strategy & Process Setup

- Define end-to-end QA strategy aligned with product roadmap
- Establish QA policies, test strategy, test planning frameworks
- Implement release quality gates & entry/exit criteria
- Drive shift-left and risk-based testing approaches

Build & Scale QA Team

- Hire and mentor QA engineers (Manual + Automation)
- Define QA roles, responsibilities & career roadmap
- Build a performance-driven QA culture



Office Address

Module 10 (A3/10), Third Floor,
Block - A, IIT Madras Research
Park, Kanagam Road, Taramani,
Chennai - 600113



Website

www.novacisdigital.com



Automation Enablement (Preferable)

- Define automation roadmap and coverage strategy
- Identify automation opportunities (regression, API, integration, etc.)
- Guide team in building scalable automation frameworks
- Ensure automation is integrated into CI/CD pipelines
- Improve regression cycle efficiency through automation

Quality Governance & Metrics

- Define and track QA KPIs (Defect leakage, Test coverage, DRE, MTTR)
- Lead defect triage & release readiness reviews
- Conduct root cause analysis and preventive improvements
- Build quality dashboards for leadership visibility

Cross-Functional Collaboration

- Participating in Roadmap, Requirement, Design, Planning & Release discussions
- Work closely with Engineering, Product & DevOps
- Proactively identify risks and mitigation plans

Required Experience

- 7–12 years of overall QA experience
- Strong experience in **QA process establishment & governance**
- Hands-on experience in both Manual and Automation testing (Preferable)
- Experience defining automation strategy.
- Experience leading QA teams in product-based companies
- Strong understanding of SDLC, STLC, Agile/Scrum, JIRA
- Startup product experience is a big plus.

Technical Skills

Functional Testing

- Test planning, test case design, test strategy preparation
- System, Integration, Regression & UAT testing
- API, Web & Database testing

Automation (Good to Have)

- Experience with Selenium
- Strong understanding of automation framework architecture
- Programming exposure in Java / Python.
- CI/CD integration experience (Jenkins, GitHub Actions etc.)

Tools

- JIRA or similar defect tracking tools
- Test management tools & Git version control

Behavioral & Leadership Expectations

We are specifically looking for someone who:

- Is a strong **go-getter with ownership mindset**
- Takes initiative in undefined environments
- Can build structure in a startup setup & Drives accountability across teams
- Is energetic, enthusiastic & quality-driven, Strong communicator and influencer.



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