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Software Quality Assurance Lead

We are looking for an experienced and motivated Software Quality Assurance Lead responsible for defining and maintaining the organisation's approach to software testing as we move into our next exciting period of growth.

As a key member of our Quality Assurance team, you would be responsible for ensuring that appropriate testing practices, tools, and processes are in place to support the reliability and robustness requirements of our satellite software technologies. This role will provide technical leadership for all testing activities, working closely with Product Engineering and Solutions Engineering to integrate quality considerations throughout the software lifecycle.

In addition to hands on testing leadership, the role is accountable for establishing and developing a small team of testers as the function grows, and for ensuring consistent quality standards are applied across all software outputs.

We see this role as being full time, although this is negotiable. Ideally, we would like this role to be based in Edinburgh on a hybrid basis, to allow for regular interaction with the teams responsible for Product Management, Customer delivery and operations, Finance, Business Development and Sales and Marketing.

Why Bright Ascension?

We are a fast growing, innovative company changing the way that software is developed in the space industry. With customers across the world, ranging from universities and space agencies, to commercial organisations and start-ups, our core technologies enable our customers to develop and operate space-based systems and services faster, more cost effectively and more reliably.

Innovation is at the heart of what we do, and it is our team which drives that innovation; this is reflected in our commitment to employee ownership, which gives all of us a voice, and a stake, in our current and future success. With offices in Dundee, Edinburgh and Bristol we now have more than 50 members of staff and plans to expand significantly over the next 12 months. We are at a very exciting time in our ambitious growth plans and have fantastic opportunities for talented individuals to join our team.

Our Values

We worked together to identify and shape the values that underpin everything we do, our actions, our vision and all things Bright Ascension.

Passion and Innovation

Enjoy what you do and have fun. Be curious and be fearless. Unconventional ideas and passion are the paths to true innovation.

Teamwork and Collaboration

Sharing knowledge helps the team thrive. Start a dialogue and win through teamwork. Success comes through collaboration and support.

Respect and Integrity

Recognise differences and accept opinions. Integrity, respect and high standards create unbreakable trust and builds reputation.

What you will do

As a member of the Quality Assurance team, reporting to the COO, your key responsibilities would be:

Quality Strategy and Governance

- Define and maintain the organisation's software testing strategy, frameworks, and quality standards
- Establish KPIs and quality metrics to support release readiness and ongoing product performance
- Drive continuous improvement in test processes, defect prevention practices, and overall quality maturity
- Ensure adherence to relevant regulatory, industry, and internal quality requirements

Test Planning and Execution

- Develop and maintain test plans for SDKs, APIs, UI applications, and mission critical components
- Lead the execution of functional, regression, integration, system, and performance testing activities
- Ensure consistent application of testing methods across product and solution delivery workstreams
- Contribute to test records, quality documentation, and compliance artefacts

Automation and Tooling

- Design and evolve test automation frameworks and supporting infrastructure
- Integrate automated testing into CI/CD pipelines in collaboration with engineering teams
- Identify and introduce tools or technologies that improve test coverage, reliability, and efficiency

Cross Team Collaboration and Support

- Work closely with Product Engineering and Solutions Engineering to align testing activities with development cycles
- Engage with internal teams and customers to clarify requirements and establish shared quality expectations
- Provide input to design, architectural, and planning discussions from a quality perspective

Leadership and Team Development

- Provide technical leadership for all testing activities across the organisation
- Establish, mentor, and develop a small team of testers as the function expands
- Guide team members in best practices, tooling, and testing methodologies

Essential skills and experience

We see experience with the following as essential to the job:

- Proven experience in software testing or software quality assurance, ideally in mission critical, aerospace, satellite, or embedded systems domains
- Strong understanding of testing methodologies including functional, regression, integration, system, security, and performance testing

- Practical experience with test automation frameworks and scripting languages
- Familiarity with CI/CD tools and processes (e.g. GitLab CI, Jenkins, Azure DevOps)
- Experience with API testing, SDK testing, and UI testing
- Strong understanding of software development practices, version control, and modern DevOps workflows
- Ability to design test frameworks and introduce scalable testing practices

Personal skills

We're especially looking for someone who has:

- Excellent communication and collaboration skills, with the ability to work across multidisciplinary engineering teams
- Strong analytical, problem solving, and decision-making abilities
- Proactive approach to quality, with a focus on continuous improvement
- Ability to prioritise effectively and manage multiple concurrent workstreams
- Comfortable in a fast paced, innovation focused environment
- Leadership qualities with the ability to mentor, coach, and inspire others

Desirable skills and experience

We think that the following skills would definitely be valuable in this role:

- Experience in the new space or broader aerospace sector
- Knowledge of satellite operations, ground systems, or mission planning workflows
- Experience testing real time systems or embedded software
- Familiarity with standards such as ISO27001, ISO9001, ECSS, DO-178C, or other relevant industry guidelines
- Hands on experience with test management and defect tracking platforms
- Knowledge of reliability engineering principles or quality assurance frameworks for high dependability systems
- An enthusiasm for the space sector and an interest in contributing to the next generation of satellite software technologies will be advantageous

Additional information

- This role may include occasional travel to customer sites or partner facilities
- Security clearance eligibility may be required depending on project assignments

What we can offer you

- A competitive salary in the range of £45,000-£60,000 depending on experience, with regular reviews
- A fantastic opportunity to join a growing, innovative, employee-centred business pushing boundaries in the space industry
- Flexible hours and hybrid working, enabling you to create your ideal work life balance
- 36 days paid holiday per annum
- 6% employer pension contribution

- Enhanced Company Sick Pay and Long-Term Sickness cover
- A Health Cash Plan to cover costs such as dental, physio and optical
- Life Assurance cover (x4 salary)
- As a member of the Bright Ascension team, you would have a stake in the business through our Employee Benefit Trust
- Enhanced maternity, paternity and adoption pay
- Opportunities for international travel for exhibitions and trade shows
- Investment in you and your skill development and the opportunity to attend relevant events and conferences to aid career / skill development
- Company events and regular activities for social engagement and team building
- An open, supportive, inclusive environment where you can explore your ideas and make a big difference to the product and business

To apply please send your CV along with a Cover Letter to careers@brightascension.com

All applicants must be UK based and have the right to work in the UK.

We are working with trusted recruitment partners, no agency enquiries please.

Read more: **www.brightascension.com**

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