



Joshua Kinnear

QA Lead at CodeForté

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Personal Info

Experience:

15+ years

Notice period:

8 weeks from beginning of calendar month

Employment type:

Interested in permanent work

Based in:

Cape Town, South Africa

Workplace policy preferences:

- Remote
- Hybrid · Amsterdam, Netherlands, Cape Town, South Africa, Cape Winelands District Municipality, Western Cape, South Africa

Citizenship:

- South Africa

About

Results-driven QA Leader with 15+ years of experience delivering quality software across web, mobile, and enterprise platforms. Skilled in Playwright, React, C#, Java, Node.js, API testing, SQL, and test automation. Experienced in building QA processes, automation frameworks, and testing strategies from scratch while leading and mentoring high-performing teams. Passionate about solving complex technical challenges, driving continuous improvement, and ensuring the delivery of reliable, scalable, and high-quality products that align with business objectives.

Ideal next job

I am a QA Lead /Tech Lead who is interested in QA manager / Lead I am most comfortable working with Nodejs, C++ , Java, however, I am open to working with Any framework

In my next role, I would like to be responsible for Building juniors and train , implement new workflows I would like [what you want from the company, e.g., culture, team/company size, benefits,

etc.] and I am looking for be a specialist .

Please note that my notice period is Two months but can neg. 🚀

Role preferences

QA/Test engineer	15+ years
QA manager	15+ years
Mobile engineer	6-10 years

Skills I want to work with

Ansible	0-1 years
React Native	6-10 years
Playwright	2-4 years

SQL	6-10 years
Postman	4-6 years
Azure DevOps Server	2-4 years

Work experience

CO

QA Lead

CodeForté

March 2025 - Present (1 year, 5 months)

Hybrid • Full-time

Node.js
Jira
Asana
Playwright

As QA Lead at CodeForte, I provide strategic leadership across the Quality Assurance function, driving the delivery of reliable, scalable, and high-quality software solutions. I define and implement QA strategies, frameworks, standards, and best practices while building and mentoring high-performing QA teams. Through close collaboration with engineering, product, and business stakeholders, I ensure quality initiatives align with organisational objectives and customer expectations.

I champion a quality-first culture built on ownership, accountability, innovation, and continuous improvement throughout the entire software development lifecycle. Since joining CodeForte, I have led the transformation of our test automation landscape by refactoring and modernising our Playwright automation framework, eliminating extensive hardcoded XPath dependencies and implementing more maintainable, scalable automation practices.

My technical expertise spans API testing using Postman, database validation and analysis using SQL and Open SQL tools, and the development of custom QA solutions. I successfully designed and built an in-house QA reporting platform from scratch, providing functionality comparable to Testmo, enabling comprehensive test management, reporting, and quality insights tailored to business needs.

Beyond QA leadership, I have played a key role in developing and delivering mobile applications for the organisation, strengthening overall product quality and user experience across platforms. I also manage and coordinate penetration testing schedules and security validation initiatives, ensuring compliance with security standards and proactively identifying risks before release. A significant focus of my leadership has been talent development. Through structured mentoring, coaching, and hands-on guidance, I have successfully progressed junior QA engineers to intermediate-level professionals within a year, fostering technical excellence, confidence, and career growth within the team.

By combining strategic leadership with hands-on technical expertise, I continue to drive quality transformation, process optimisation, automation excellence, and team growth across the organisation.

FG

Senior Quality Assurance Automation Engineer

Flash Group

March 2023 - March 2025 (2 years)

Hybrid • Full-time

Java
MySQL
Quality Assurance
JMeter
Appium
Azure DevOps Server
Sourcetree

I am a Senior Automation Engineer who introduced mobile automation and played a key role in building the automation team, including participating in management-level interviews.

Reason for leaving:
Got a better offer

MO

Senior Quality Assurance Test Engineer

MOHARA

February 2022 - March 2023 (1 year, 1 month)

Hybrid • Full-time

C#
Java
MySQL
Node.js
Quality Assurance
Git
Azure DevOps Server
Sourcetree
Cypress

OFFER

ZEN

- I've introduced automation, set up the Cape Town QA team, and trained new QA members.
- Took the lead on projects as well

Reason for leaving:

company was not stable enough

CS

Agile QA Tester

CodeForté Systems

📅 July 2019 - February 2022 (2 years, 7 months)

📍 Office • Full-time

MySQL

Agile

Postman

Led the design and implementation of automation frameworks using C#, Node.js, and WebDriverIO, including seamless integration with BrowserStack to support distributed testing.

Reason for leaving:

got a better offer and the team lead was a problem

RO

System QA & Test Engineer

Rocketseed

📅 January 2019 - July 2019 (6 months)

📍 Office • Full-time

Python

Ansible

Burp Suite

- I built the py automation for the web application from scratch and was the only and first QA in the company

Reason for leaving: Travelling arrangements

Reason for leaving:

Travelling was bad to the office

DD

Monitoring Team leader Docomo digital

Docomo digital

📅 June 2008 - December 2018 (10 years, 6 months)

📍 Office • Full-time

Linux

Azure

Nagios Core

QA Leadership & Strategy: As QA Lead at Docomo, I provide strategic leadership across the quality assurance function, ensuring the delivery of high-quality software solutions. I define QA vision and standards, mentor and develop QA professionals, and collaborate closely with cross-functional teams to align quality initiatives with business objectives. My focus is on ownership, accountability, continuous improvement, and fostering a strong culture of quality across the product lifecycle.

Automation Expertise: Introduced mobile automation and led the development of automation frameworks in C#, Node.js, and WebDriverIO, integrated with BrowserStack for scalable cross-browser and mobile testing. Played a key role in forming and growing the automation team, including participating in management interviews to select top talent.

Team Leadership & Management: Served as Team Lead for 10 years, managing a team of 10 members. Responsible for scheduling, roster management, team rotation, and providing 24/7 on-call support, ensuring operational continuity and strong team performance.

Cross-Functional Collaboration: Work closely with product, engineering, and management teams to ensure alignment of QA goals with business objectives. Champion a culture where team input is valued and continuous improvement is embedded throughout the organization.

Reason for leaving:
Resigned

Projects

QA tools

 Apr 2026 - May 2026

Building in house qa tools for the team with a reporting tool and sql statement tool

React

AI fluency

I use AI daily to enhance QA processes, automation, and software delivery. AI helps accelerate test case creation, identify edge cases, improve defect analysis, and strengthen risk-based testing strategies. In Playwright projects, I leverage AI to optimize automation frameworks, improve locator strategies, refactor code, and reduce maintenance effort. I treat AI as a productivity and quality-enablement tool, ensuring all AI-generated feedback and solutions are reviewed, validated, and aligned with business requirements and QA best practices before implementation.

How I use AI

 **I use AI in my process**

I've used AI in my everyday workflows for coding, reviews and testing.

Education and training

Formal education

UD

React

Udemy

 2019 - 2024

SA

Mobile app developer

Shaw academy

 2018 - 2018