

Position Description



1. General Information

Position Title:	Data Tester	
Division/Department:	Data Services, Information Technology	
Position Reports to:	Program Manager, Data Services	
Enterprise/Individual Agreement:	Individual Agreement	
Classification/Grade:	N/A	
Location:	Richmond Corporate Office – Pelaco Building	
Employment Status:	Full Time	
Resource Management (for Management positions only) Number of Direct Reports: Budget under management:		
Key Relationships - internal and external	<ul style="list-style-type: none">• The Data Services Team• Business Users and Technology Support Teams.• Vendors that provide software and support services as required.	

2. Overview of Epworth HealthCare

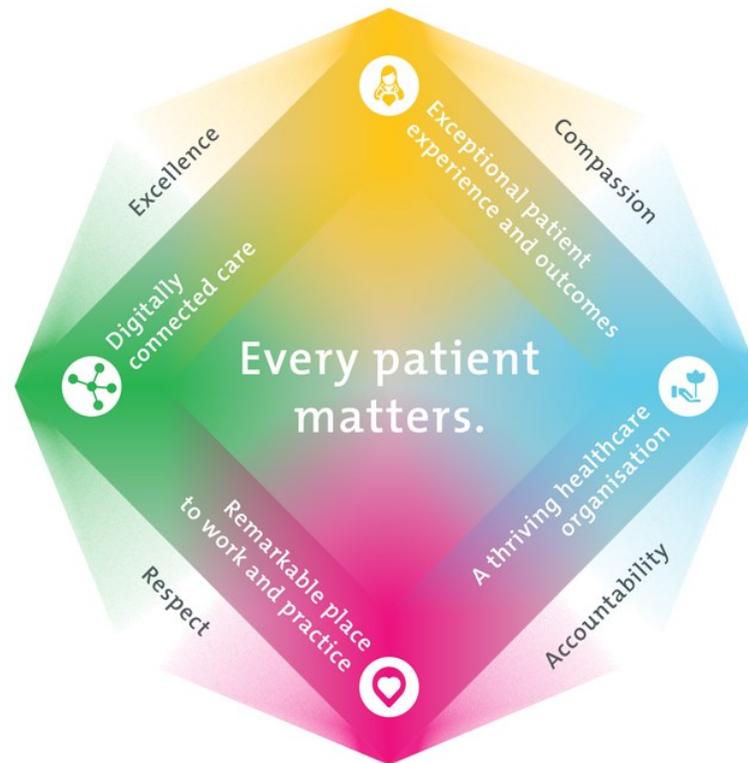
Epworth HealthCare is Victoria’s largest not-for-profit private health care group, renowned for excellence in diagnosis, treatment, care and rehabilitation. Epworth is an innovator in Australia’s health system, embracing the latest in evidence-based medicine to pioneer treatments and services for our patients.

Epworth’s values define our approach and our delivery. We pride ourselves on communicating our values and delivering on them in a real and meaningful way. Our Values are Compassion, Accountability, Respect and Excellence. More information can be found on the [Epworth website](#).

Epworth’s purpose is Every Patient Matters.

Our Vision is Delivering another 100 years of exceptional healthcare and innovation to the Victorian community.

3. Epworth HealthCare Strategy



All roles are linked to the Epworth strategy and are fundamental in achieving its vision and purpose.

Exceptional patient experience and outcomes - To empower our patients and deliver compassionate, expert and coordinated care.

A thriving healthcare organisation - To adapt and grow in a changing healthcare landscape by delivering a unique private not-for-profit healthcare organisation.

Remarkable place to work and practice - To ensure Epworth is an outstanding place to work and practice through a culture of care and investment in our people.

Digitally connected care - To innovate and improve the digital experience, interactions and outcomes for our patients, staff and doctors.

4. Purpose of the Position

The Data Tester is responsible for ensuring the accuracy, completeness, performance, security, and usability of data products during platform migrations and ongoing data delivery initiatives.

This role involves designing and executing comprehensive test strategies across various stages of the data lifecycle—including ingestion, change data capture (CDC), streaming, ELT transformations, data modeling, governance controls, and business intelligence consumption. The tester will work across a range of data services and tools, regardless of the underlying cloud or on-premises platform.

The Data Tester partners with engineers and business stakeholders to validate that migrated data is fit for clinical/operational use, meets regulatory requirements (APPs), and is production-ready for cutover.

5. Clinical Governance Framework

This role is required to put into practice the Clinical Governance Framework at Epworth as every employee is accountable for ensuring that our patients and community receive safe, high quality and person-centred care in every interaction with Epworth. This is achieved through active participation in the five domains of clinical governance at Epworth:

Clinical Governance Domain	Role
<i>Leadership and culture</i>	Promote and participate in a supportive, fair and transparent culture where lessons from previous outcomes are learned and patient safety and quality is a priority at all levels of the organisation.
<i>Consumer Partnerships</i>	Understand and where relevant, ensure that each patient is actively involved in their own care and treatment including families/carers wherever possible.
<i>Effective Workforce</i>	Develop and maintain one's own competency, skills and knowledge to ensure high quality service provision and care.
<i>Clinical Safety and Effectiveness</i>	Understand and where relevant, ensure, that the right care is provided to the right person at the right time, in the right place and patient outcomes are monitored and improved.

Risk Management

Be responsible for identifying and reporting risks, hazards and near misses for people in our care and participating in risk mitigation strategies.

6. Key Accountabilities

KEY RESPONSIBILITIES	MEASURES/KPIs TO BE ACHIEVED
<ul style="list-style-type: none"> • Test strategy & planning for migration • Source-to-target reconciliation • CDC & streaming validation • ELT transformation testing • Data modelling & semantic parity • SQL translation equivalence • Performance & scalability testing. • Test data management & masking • UAT & stakeholder sign-offs 	<ul style="list-style-type: none"> • Approved test plan; coverage of critical data products \geq 95%; readiness sign-offs on time. • Reconciliation pass rate; variance within tolerance; defects found pre-cutover vs post (escape rate). • Freshness SLO attainment; zero data loss; replay tests passed. • % models with tests (\geq 90% critical, \geq 70% overall); test flakiness $<$ 2%; deployment block on failures. • parity across top use cases (\geq 99.5%); model review findings resolved within SLA. • # translation defects found pre-prod; zero severity-1 translation issues in prod. • Query latency and pipeline SLOs met; cost/TB scanned within budget; resource utilisation within thresholds. • % of test scenarios using compliant data; defects due to insufficient test data = 0. • UAT completed on schedule; defect closure SLAs met; stakeholder satisfaction \geq target.
<p>Customer Service</p> <p>Epworth is committed to the provision of excellent customer service to all of our people, customers and stakeholders including patients and external suppliers.</p>	<ul style="list-style-type: none"> • Patient and customer service satisfaction surveys within agreed targets • Use AIDET principles in all interactions • Issues are escalated to the manager and resolved in a timely manner

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<p>Superior patient service leads to improved healing in a trusting, caring environment and creates a safe environment for patients and employees.</p> <ul style="list-style-type: none"> • Provide excellent, helpful service to patients, visitors and staff • Communicate with clear and unambiguous language in all interactions, tailored to the audience • Build customer relationships and greet customers and patients promptly and courteously • Actively seek to understand patients' and their family's (customers) expectations and issues 	
<p>Safety and Wellbeing</p> <p>Participate actively and positively in the area of health and safety to reduce all hazards and incidents within the workplace</p> <ul style="list-style-type: none"> • Report all hazards, incidents, injuries and near misses immediately to your manager and log them in RiskMan 	<ul style="list-style-type: none"> • Adhere to infection control/personal hygiene precautions • Implement and adhere to Epworth OHS policies, protocols and safe work procedures • Mandatory training completed at agreed frequency

7. Position Requirements/Key Selection Criteria

COMPONENT	
Qualifications	<p>Essential</p> <ul style="list-style-type: none"> • Bachelor's degree in Information Systems, Computer Science, Data/Analytics or equivalent experience. <p>Desirable</p> <ul style="list-style-type: none"> • ISTQB/ASTQB or equivalent testing certification; Data Engineer Certification.
Previous Experience	<p>Essential</p> <ul style="list-style-type: none"> • 5+ years of experience in data/ETL testing or QA engineering, including 2+ years working with cloud-based data platforms. • Hands-on testing of data pipelines involving messaging, CDC/streaming, transformation engines, and analytical data stores. • ELT testing experience using modern data transformation frameworks including assertions, CI/CD quality gates, and environment promotion.

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	<ul style="list-style-type: none"> • Strong SQL skills for test design, data reconciliation, and performance analysis across various SQL dialects. <p>Desirable</p> <ul style="list-style-type: none"> • Experience in healthcare or other regulated industries; familiarity with data standards such as HL7/FHIR and privacy frameworks like the Australian Privacy Principles (APPs). • Exposure to data quality, lineage, and cataloging tools; experience validating BI layers and semantic models. • Proficiency in Python for test automation (e.g., PyTest), property-based testing, and synthetic data generation.
<p>Required Knowledge & Skills</p>	<p>Essential</p> <ul style="list-style-type: none"> • Strong experience with source-to-target reconciliation techniques, including row counts, hashing, aggregate comparisons, and validation of slowly changing dimensions (SCD) and change data capture (CDC) logic. • Solid understanding of data modelling concepts such as 3NF, Data Vault 2.0, and star schemas; experience in validating KPI consistency and dimensional conformance. • Familiarity with data security testing, including access controls, policy enforcement, row/column-level security, and secure handling of secrets; ability to verify data residency and compliance requirements. • Experience in performance testing and cost optimization across analytical data platforms, including query tuning, resource allocation, and efficient use of materialized views or caching strategies. • Knowledge of observability practices including logging, monitoring, error reporting, service-level objectives (SLOs), alerting, and incident response using runbooks. <p>Desirable</p> <ul style="list-style-type: none"> • Hands-on experience with data testing frameworks and tools, Great Expectations, SQL-based assertions, and data diff utilities. • Familiarity with version control workflows (e.g., Git), CI/CD pipelines, and infrastructure-as-code tools like Terraform for managing test environments.
<p>Personal Attributes & Values</p> <p>All employees are expected to consistently work in accordance with Epworth’s values and behaviours</p> <ul style="list-style-type: none"> • Compassion • Accountability 	<p>Essential</p> <ul style="list-style-type: none"> • Displays initiative, motivation and self confidence • Honest, competent, forward looking and inspiring • Ability to work within a self-directed framework • Strong communicator; collaborates effectively with engineers, analysts and SMEs. • Curious, evidence-driven and comfortable challenging assumptions with data.

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<ul style="list-style-type: none">• Respect• Excellence	
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Document Control

Date Developed:	Date Last Reviewed:	Developed and Reviewed By (Position Title):
October 2025	November 2025	Director – Data Integration. Reviewed by Talent Partner

8. Employee Position Declaration

I have read and understand the requirements and expectations of the above Position Description. I agree that I have the physical ability to fulfil the inherent physical requirements of the position, and accept my role in fulfilling the Key Accountabilities. I understand that the information and statements in this position description are intended to reflect a general overview of the responsibilities and are not to be interpreted as being all-inclusive.

Employee Signature: _____

Print Name: _____ Date: _____