

Europeum seeks: QA Lead Tester

Vacancy details

Application starting date (CET): 25 August 2026

Application deadline (CET): 22 September 2026, 12:00 CET

Job Position: QA Lead Tester

Employer: Europeum-EDIC

Manager: Chief Technology Officer (CTO)

Contract: Full-time employment

Working hours/dedication: Full-time

Location: 100 % Remote. Occasional travel (to the agency-headquarters in Brussels)

Working Language: English

About Europeum

Europeum-EDIC (European Digital Infrastructure Consortium) is a new European legal entity, created by a consortium of Member States, to manage the production phase and expansion of the **European Blockchain Services Infrastructure (EBSI)**. Our mission is to provide a decentralized, secure, and interoperable trust infrastructure, essential for deploying cross-border EU public services (digital diplomas, digital identity, etc.), thereby strengthening Europe's cyber-resilience and digital sovereignty.

Your Role

As the **QA Lead Tester** at Europeum-EDIC, you will own the end-to-end quality assurance strategy and execution across all software deliverables — including REST APIs, Solidity Smart Contracts, Web UIs, and internal tooling. You will be the quality gateway of the EBSI blockchain platform.



You will define and implement the testing frameworks, methodologies, and automation pipelines that ensure every component delivered by Europeum meets the highest standards of reliability, security, and performance — before it reaches production.

Working closely with the Backend Engineers, Blockchain Expert, Full Stack Developers, DevOps, and the Product team, you will embed quality practices across the entire software development lifecycle. This is not a supporting role — you are a core member of the engineering team, with direct accountability for the quality of a production-grade European blockchain infrastructure.

You will also act as a technical mentor for junior contributors on testing practices, and progressively build a culture of quality and test-driven thinking across the team.

AI-augmented testing is a core expectation of this role. You are expected to work smart, not manually: leveraging AI-assisted tools to generate and maintain test cases, produce realistic test data, analyse coverage gaps, accelerate the writing of automation scripts, and triage failures. Candidates who rely exclusively on manual test creation will not be a fit for this position.

This is a senior, hands-on position with full accountability for the QA strategy, test automation, and quality gates of the EBSI platform.

Key Responsibilities

1. QA Strategy, Ownership & Quality Gates

Define, implement, and own the end-to-end QA strategy for all Europeum software deliverables.

- Design and enforce quality gates across the full software development lifecycle (SDLC) — from specification review to production release.
- Define testing policies, standards, and best practices applicable to APIs, Smart Contracts, Web UIs, and tooling.
- Own the test planning process: scope definition, risk assessment, test coverage targets, and entry/exit criteria.
- Maintain a comprehensive test asset library: test plans, test cases, test data sets, and regression suites.
- Produce clear and structured QA reporting for engineering leads and stakeholders.
- Ensure alignment of testing practices with applicable compliance and security requirements (NIS2, GDPR, ISO 27001).

2. API Testing — EBSI Core Platform & REST APIs

Own the functional, integration, contract, and performance testing of all EBSI Core Platform APIs.

- Design and execute functional, regression, integration, and contract tests for all REST APIs.
- Define and implement API contract testing strategies (OpenAPI/schema validation, consumer-driven contracts).

- Execute performance and load testing (throughput, latency, concurrent users) and identify bottlenecks.
- Validate API robustness against malformed inputs, boundary conditions, authentication/authorisation edge cases, and rate limiting behaviour.
- Validate API versioning, backward compatibility, and deprecation policies.
- Collaborate with Backend Engineers to ensure APIs are testable by design.

3. Smart Contract Testing — Solidity & Hyperledger Besu

Own the testing of all Solidity Smart Contracts deployed on the EBSI Hyperledger Besu network.

- Design and implement unit and integration test suites for Solidity Smart Contracts using Hardhat, Foundry, or equivalent.
- Validate Smart Contract logic, access control, upgrade patterns (Beacon Proxy, UUPS), and event emissions.
- Test Smart Contract edge cases and failure modes: reentrancy scenarios, overflow conditions, access control boundaries, and gas manipulation.
- Test transaction lifecycle scenarios: nonce management, gas estimation, reverts, and idempotency.
- Validate on-chain/off-chain data consistency between the blockchain state and the Core Platform APIs.
- Coordinate with the Blockchain Expert Engineer on test coverage for each Smart Contract release.

4. UI & Tooling Testing

Own the functional and end-to-end testing of EUROPEUM's Web UIs and internal operational tooling.

- Design and implement end-to-end test suites for Web UIs using Playwright, Cypress, or equivalent.
- Validate user flows, form validation, error handling, and cross-browser compatibility.
- Test internal tooling (EBSI CLI, onboarding tools, monitoring UIs) for correctness and reliability.
- Integrate UI and E2E tests into the CI/CD pipeline for automated regression on every commit.

5. Test Automation & CI/CD Integration

Build and maintain a mature test automation framework integrated into the EUROPEUM CI/CD pipeline.

- Design and implement scalable test automation frameworks for API, Smart Contract, and UI testing layers.
- Integrate automated test suites into GitLab CI/CD pipelines as mandatory quality gates.
- Maintain and continuously improve the test automation codebase: coverage, reliability, and execution speed.
- Implement test reporting, dashboards, and alerting to provide real-time visibility on quality metrics.
- Apply shift-left testing principles: engage early in the design and specification phase to catch defects before implementation.

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- Maintain test environments and test data management strategies.

Systematically leverage AI-assisted tools (e.g. Claude, Claude Code) across the testing lifecycle: test case generation from specifications, test data creation, automation script drafting and refactoring, coverage gap analysis, and failure triage — maximising output while maintaining quality and rigour.

6. Performance Testing & Observability Validation

Lead performance testing activities across all EUROPEUM components and validate observability coverage.

- Design, execute, and analyse performance testing scenarios: load, stress, soak, and spike testing.
- Define performance baselines and validate results against agreed SLA and SLO targets (throughput, latency, error rates).
- Identify performance bottlenecks across APIs, Smart Contract interactions, and Web UIs, and work with engineers on remediation.
- Validate observability and monitoring coverage: ensure that key failures and performance degradations are detectable and alerting correctly.
- Integrate automated performance regression tests into the CI/CD pipeline to detect degradations early.
- Coordinate with the Security Expert on the scoping and evidence preparation of external security audits, providing test coverage and quality evidence as needed.

7. Collaboration, Mentorship & Knowledge Sharing

Act as the quality reference across the engineering team and actively foster a culture of quality.

- Collaborate closely with Backend Engineers, Blockchain Expert, Full Stack Developers, DevOps, and Product to embed quality throughout the SDLC.
- Participate in specification reviews, design reviews, and code reviews from a quality perspective.
- Act as a technical mentor for team members on testing practices, frameworks, and quality mindset.
- Produce and maintain testing documentation: test strategies, plans, runbooks, and onboarding guides.
- Apply a "no single point of knowledge" principle — testing knowledge and coverage must be shared across the team.
- Contribute to incident post-mortems with a focus on test coverage gaps and prevention.



Your Profile

Education

- Bachelor's or Master's degree in Computer Science, Software Engineering, Information Technology, or equivalent professional experience.
- Holding any recognised certification in software testing (ISTQB Advanced Level, CSTE, or equivalent) is considered a strong asset.
- Additional knowledge in blockchain, distributed systems, or European digital identity frameworks (eIDAS, EUDI Wallet) is an asset.

Experience

- Minimum 6 to 10 years of hands-on professional experience in software quality assurance and testing, with at least 3 years in a lead or senior role.
- Proven experience designing and owning end-to-end QA strategies and test automation frameworks in an Agile/DevOps environment.
- Strong hands-on experience testing REST APIs: functional, integration, contract, and performance testing.
- Proven experience with test automation tools and frameworks: Playwright, Cypress, Selenium, Jest, Mocha, Supertest, or equivalent.
- Proven experience integrating automated test suites into CI/CD pipelines (GitLab CI/CD preferred).
- Hands-on experience testing Solidity Smart Contracts using Hardhat, Foundry, or equivalent is considered a strong asset.
- Experience with blockchain-based systems or distributed ledger technology is considered a strong asset.
- Hands-on experience with performance testing tools (k6, JMeter, Gatling, or equivalent).
- Experience supporting or coordinating external security audits is considered an asset.
- Experience in public administration, digital identity, or EU-funded environments is considered an asset, but is not mandatory.

Technical Skills

- Expert-level knowledge of software testing methodologies: functional, regression, integration, contract, E2E, and performance testing.
- Strong knowledge of API testing tools and frameworks: Postman, REST Assured, Supertest, Karate, or equivalent.
- Strong knowledge of test automation for Web UIs: Playwright, Cypress, or Selenium.
- Solid knowledge of JavaScript and/or TypeScript for test automation scripting.
- Solid understanding of CI/CD pipelines (GitLab CI/CD preferred) and integration of automated tests as quality gates.
- Solid understanding of Solidity Smart Contract testing tools (Hardhat, Foundry, Waffle) is a strong asset.
- Solid understanding of blockchain concepts, transaction lifecycle, gas mechanics, and on-chain/off-chain consistency.
- Basic awareness of security testing concepts (OWASP API Security Top 10, Smart Contract vulnerability classes) to collaborate effectively with the Security Expert.
- Familiarity with performance testing tools (k6, JMeter, Gatling).
- Familiarity with observability and monitoring tooling (Prometheus, Grafana, structured logging).
- Familiarity with containerisation (Docker) and cloud environments (AWS, OVH).
- Demonstrated ability to work AI-first: proven, hands-on use of modern AI-assisted tools (e.g. Claude, Claude Code, GitHub Copilot or similar) to significantly accelerate test design, automation development, and coverage analysis. The ability to intelligently delegate repetitive testing work to AI while keeping critical judgement on quality is a key requirement for this role.



Operational & Communication Skills

- Ability to work autonomously in a fully remote, distributed environment.
- Strong analytical, structured, and rigorous quality mindset — able to think adversarially and identify failure modes proactively.
- Strong sense of ownership and accountability for quality across all software components.
- Strong team spirit and collaborative mindset, with active listening capabilities and openness to others' perspectives.
- Ability to translate quality metrics and test results into clear, actionable insights for technical and non-technical stakeholders.
- Structured approach to test documentation, reporting, and knowledge sharing.
- Clear and professional communication skills in English.
- Calm and structured under pressure, particularly during security audits, production incidents, and release cycles.
- Service-oriented mindset, proactive, and reliable.

Pragmatic and efficiency-driven mindset: constantly seeking to automate and augment testing work with AI rather than executing repetitive tasks manually.

Languages

- English: Fluent (mandatory)
- Any additional EU language is considered an asset

What We Offer

- The opportunity to work at the core of European digital transformation with a direct impact on the public services of tomorrow and partnerships with the private sector.
- A **Fully Flexible Remote** position, requiring a location that allows quick access to the headquarters (less than 2 hours travel time to Brussels).
- An international, stimulating, and high-growth working environment.
- Competitive salary aligned with the market standards.



Selection Procedure

EUROPEUM's selection and recruitment process is transparent and non-discriminatory. EUROPEUM provides equal employment opportunities to all applicants. The selection and recruitment process will be conducted in English.

Application Submission

Applications should be addressed to the CTO of EUROPEUM and submitted via email to marc-antoine.lemaire@Europeum.eu as a single PDF file, with the following email subject: "Application for the EUROPEUM QA Lead Tester position". The application deadline is 22 September 2026, 12:00 CET.

The application should include the following documents in English:

1. **Cover Letter:**

Describing and demonstrating the applicant's suitability for the position and how he/she can contribute to the quality assurance and testing function of EUROPEUM-EDIC and the delivery of its missions.

2. **Curriculum Vitae:**

Detailed CV of the applicant.

3. **References:**

Names and contact details of at least three persons who can provide references for the applicant's previous professional experience.

Selection Process

The selection process consists of the following steps:

1. **Initial Screening:**

The first round of selection is based on the written application and attached CV. Candidates who meet the eligibility requirements and demonstrate the necessary qualifications and experiences will be shortlisted for further evaluation.

2. **Interview:**

Shortlisted candidates will be invited to one or more interviews by the selection committee. The interviews will assess the candidate's quality assurance and test automation expertise, API and Smart Contract testing capabilities, EBSI domain understanding, mentoring posture, and suitability for the role. Technical interviews may include a test strategy design exercise or a hands-on test automation exercise.

3. **Final Selection:**

The final selection will be based on the overall assessment of the written application, CV, and interview performance. The position is expected to start as of the 1st of January, 2027.

Additional Information

- Any specific inquiries about this job vacancy should be sent to marc-antoine.lemaire@Europeum.eu