

## More detailed job info for the: QA Analyst / Tester (all levels) position

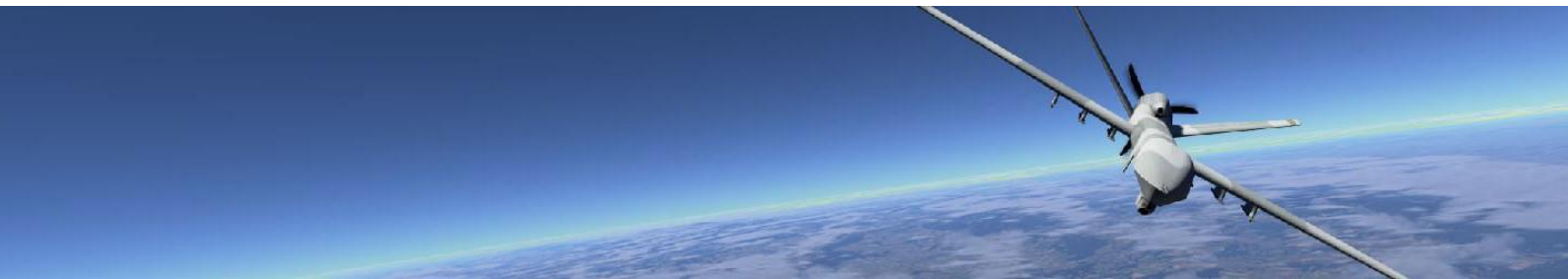


*“When I first joined the company in 2007, we all had to go out to run training courses. I was in El Paso with the U.S. Army teaching a course. One of the guys on base saw my Bohemia Interactive shirt and said ‘thanks to the IED and convoy training we did in VBS, five of my guys are still alive today.’”*

— Mark Lacey, Director of Art.

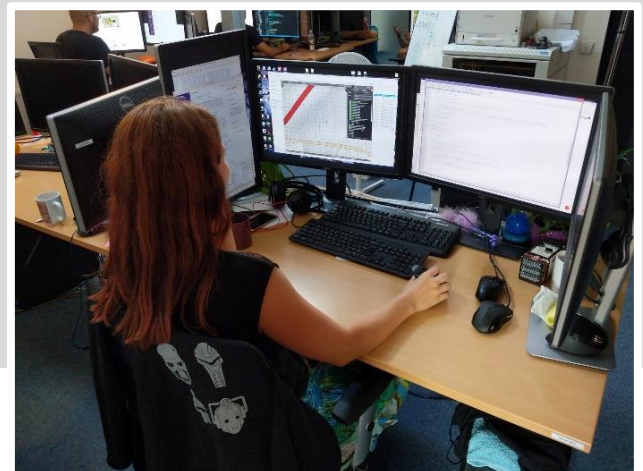
### Why are we looking for new people to join our team?

- Since its foundation, BISIM has constantly grown. With the introduction of new products (such as [Mantle](#), we need to expand our team even further.



### What do we do as a company?

- We provide training to almost everyone in NATO allied military organizations around the globe. All the way from infantry level soldiers, tank crews, helicopter crews, UAV operators, ship crews, special operations units, to high level command and beyond. [Check out our Customer Showcase page.](#)
- We help our customers to train various procedures and correct communication in a safe, controlled and repeatable environment, where administrators can easily (and in real-time) adapt scenarios to any training needs.
- We provide customers with tools they can use to build [exact replicas of their operational environments](#), enabling them to rehearse their operations.



### Why does all of this matter?

- We believe in saving lives through simulation.
- We provide a more accessible training solution. Virtual training is not a replacement for real-world training, but it simply allows our customers to train more, and anywhere in the world where a computer is available.
- Our customers are better prepared for situations which cannot be easily rehearsed outside of a virtualized environment.

For more information, please visit our website, [www.bisimulations.com/company/careers](http://www.bisimulations.com/company/careers)

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## Who are our customers?

- Our focus is firmly centered on serving the defense industry. That focus has helped our flagship product, [VBS4](#), grow to be the most widely used desktop training package among military organizations worldwide.
- Through military user group meetings held annually at key industry events, our customers influence our product roadmap, and present new training challenges for us to help them address.



## Why should you want to work with us?

- We give you space and support. We listen to your feedback.
- You will have direct involvement in decision making and development.
- We care about your personal growth.
- We have high profile customers you can interact with directly.
- What we do has a positive impact on people's lives, and is a worthy cause.
- We do not have crunches due to a continuous development cycle with multiple releases per year, and the ability to easily patch customers through our own distribution platform.
- We offer challenging work. Our products are incomparable in size, scope, and complexity to others you see on the market.
- Our work is variable. We do not have our QA constantly running through the same scenarios.
- We take pride in having a QA team full of experts coming from various professions and backgrounds. Each providing a slightly different point of view and approach. From ex-military, indie / AAA game developers, web developers, various QA and QE experts, all the way to artists and more.

## What does the interview process look like?

- In the first round, we send you a couple of basic questions to answer over email.
- In the second round, we conduct a short (30-60 minute) screening call with you over Google Meets.
- In the third round, we invite you for an in-person interview (around 2 hours) at our office.

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### What will your general responsibilities be, and what will your working day look like?

These may change based on the specific team you are assigned to, and your preferences.

- Getting to know our customers, their requirements, technical documentation, expectations and making sure that development is in-line with them.
- Producing test plans for projects and products.
- Executing and overseeing various types of testing, based on the needs of the project.
- Creation of automated tests for new features using our own framework, and pre-existing automation tools.
- Reporting to stakeholders on the status of projects and products.
- Participating in analyses and doing early risk assessments.
- Writing test cases for new development.
- Writing internal documentation.
- Being mentored and mentoring others.
- Visiting customer sites and providing support with their training.
- Demoing our products to customers and gathering their feedback.

### What do we value as a department?

- Our company and co-workers
- Communication
- Common sense and doing things efficiently.
- Perceiving QA as a service and striving to give it our best.
- Keeping ourselves constantly challenged.
- Innovation and evolution



### What do we believe as a department?

- We believe that quality is the key to customer happiness.
  - It does not matter if it's a service or a product. We do not want to deliver sub-par results. We know that perfection is often not achievable, but we always aim for the best possible quality within our limitations. We do not settle for mediocre. Our stakeholders mean the world to us, the whole purpose is to make them happy through work done well.
- Our vision is to grow together to deliver the best QA services for our customers.
- Our mission is to give everyone the power to have a quality product.

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### **BISIM products:**

#### VBS4

- Comprehensive virtual training environment with whole-earth rendering for tactical training, experimentation and mission rehearsal for land, sea, and air.

#### VBS BLUE IG

- 3D whole-earth image generator designed to support the full spectrum of land, sea, air, and space use cases for collective and individual training.

#### MANTLE

- A Customized Terrain Pipeline for Simulation and Training.

#### TERRATOOLS

- The industry-leading terrain generation software is used to rapidly develop high-fidelity, geo-specific environments for defense simulation, training, and experimentation.

[And more...](#)



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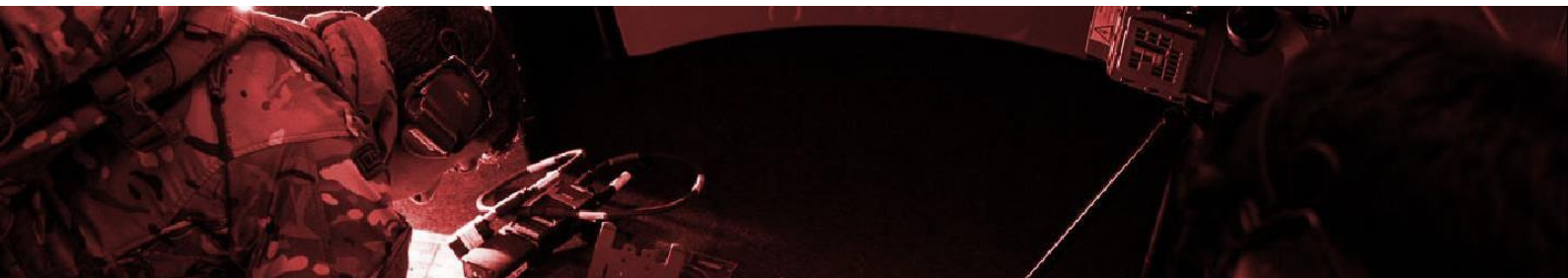
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### Other interesting links:

- [Our company newsletters](#)
- [BISIM in the news](#)
- Articles from BISIM staff elsewhere:
  - [GDS 2014: Otakar Nieder - Úvod do světa serious games](#) (Czech only)
  - [Military-themed video games can promote a damaging vision of real war](#)
- Interesting videos
  - [How we help to train paratroopers](#)
  - [VBS4 trailer](#)
  - [US Army video about VBS3](#)
- [And more...](#)



### FAQ:

#### Is there a dress code?

- Unless you interact with a customer in person, we do not have a dress code.

#### What are the benefits you offer to your employees?

- We provide all employees with a meal allowance and a [Multisport card](#), which allows access to various sports facilities, saunas, swimming pools, and more. If Multisport doesn't pique your interest, you have the option to choose the [Pluxee benefit card](#), used for various wellness activities, cultural events, etc.
- We have new modern offices, and kitchens where we provide free coffee, fruit and vegetables.
- We have voluntary events as well as various teambuilding activities (company breakfasts, kayaking, rock climbing, shooting, movie nights etc.). Each team has an entertainment budget they can spend on whatever they want.
- We provide our employees with access to internal e-learning tools, and we also support various training events and conferences.
- We offer 5 weeks of vacation and 3 sick days.

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### FAQ:

#### **What are the working hours?**

- You will work 40 hours a week. How your hours are organized is agreed between you and your team. In most cases, people work from 9AM to 6PM.

#### **Are there options for home office?**

- We expect you to spend most of your time in the office working with your team at least in the beginning, but you can work from home in various situations, as long as it does not impact your team in a negative way. We work in a hybrid mode — three days in the office and two days of optional home office.

#### **How big are the teams / what are they like?**

- While this varies from one team to another, the number of members is most commonly kept to between 5 and 8.

#### **Can I grow in the company, and how?**

- You definitely can and should! Once you are fully settled in and past your trial period, you and your manager will discuss (as a part of your 1-on-1s) your career plan. Based on your skills and interests, we try to mentor you, teach you, and give you opportunities to grow into any roles which might be useful both to you and the company. We do not want to limit you by department or team. Many of our past QA members have successfully grown into QA experts or moved on to various other roles within the company, or even started their own departments.

#### **Is there an option to meet with the customers, and get to know them?**

- Understanding and knowing our customers is very important to us. We, as QA, talk to them at trade shows, visit them at their locations, see first-hand how they train, and what matters to them during their training. As a part of Agile development, we often involve the customer in the ongoing, iterative development process, showing them work-in-progress changes and working on their feedback.

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### FAQ:

#### What languages are used in our company?

- While Czech is the most common nationality in our company, we do have teams assembled from many other nationalities. Our primary communication language is English.

#### How long is the onboarding process?

- Our regular onboarding process takes up to 2 months, during which you will spend time with our development teams, learning about their products, approaches, and meeting their members.

#### Do you make games like ArmA or DayZ, Vigor?

- No, we are not Bohemia Interactive Studio. While using an engine with similar origins, we make simulations, not games.



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