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Quality Engineer - Accessibility

Location: Charlotte, NC / Detroit, MI / Remote

Ally and Your Career

Ally Financial only succeeds when its people do—and that's more than some cliché people put on job postings. We live this every day by helpfully driving the future of digital banking. Our team is dedicated to redefining the financial landscape through innovation and top-tier digital solutions. We are looking for an automation specialist who is passionate about quality and ready to "Do It Right" for our 11 million+ customers.

The Opportunity

As a **Quality Engineer**, you will join a high-performing technology team focused on the reliability of our web-based financial platforms. This is a hands-on role where you will be the primary driver of our automated E2E testing strategy using **Cypress** and **JavaScript**. You aren't just running scripts; you are ensuring that our digital experience is seamless, accessible, and resilient.

The Work You'll Do

- **Execute with Excellence:** Develop, maintain, and execute automated test suites using Cypress to ensure high-quality software deployments.
- **Modernize Testing:** Integrate automated accessibility (A11y) testing into our pipelines to maintain WCAG 2.1 compliance across all consumer-facing apps.
- **Collaborate Across One Ally:** Partner closely with developers, product owners, and designers to identify edge cases and advocate for quality early in the lifecycle.
- **Build Resilience:** Monitor CI/CD pipelines, troubleshoot flaky tests, and provide sound analysis on defect trends to technical leadership.
- **Focus on the Customer:** Act as a final line of defense to ensure every feature we ship meets the high standards our customers expect.

The Skills You'll Bring

- **Technical Foundation:** 2+ years of experience in software quality engineering with a strong focus on **Cypress** and **JavaScript/TypeScript**.
- **Automation Mindset:** Proven ability to write clean, maintainable test code and a deep understanding of asynchronous programming.
- **Testing Rigor:** Experience with manual exploratory testing to complement your automation and a "risk-based" approach to test coverage.
- **Accessibility Knowledge:** Familiarity with accessibility standards (WCAG) and tools like Cypress-Axe.
- **Communication:** Ability to clearly document findings and partner with cross-functional stakeholders to resolve issues quickly.

Our LEAD Values

- **Look externally:** We stay ahead of industry trends in QA and automation to deliver a superior experience.
- **Execute with excellence:** We believe "good enough is never enough" when it comes to the quality of our code.
- **Act with professionalism:** We operate with integrity, hold ourselves accountable, and embrace diversity and inclusion.
- **Deliver results:** We are passionate about winning—for our customers, our teammates, and our company.

Total Rewards

Ally's compensation and benefits activities are designed to build an owner's mindset and support the well-being of our teammates.

- **Financial Health:** Industry-leading 401(k) with company match, annual #OwnIt stock grants, and access to Certified Financial Planners.
- **Wellness:** Flexible health, dental, and vision options, plus a "Mentally Fit" Employee Assistance Program.
- **Time Away:** 20 days of flexible PTO, 11 paid holidays, and 8 hours of paid volunteer time off.
- **Growth:** Tuition reimbursement up to \$10,000/year and personalized professional development through the Ally Learning Center.

Ally is an Equal Opportunity Employer. We are committed to a diverse and inclusive workplace where everyone can be their authentic selves.

Rubric

Competency	Junior	Mid-Level	Senior/Architect
Execution Scope	<ul style="list-style-type: none"> Writing new test scripts Maintaining existing test scripts Balancing testing & test automation work appropriately 	<ul style="list-style-type: none"> Owns testing strategy for their squad/pod Looks for ways to optimize the design of automated tests (e.g., add reusable helper functions to the framework) 	<ul style="list-style-type: none"> Decide test automation architecture for use across teams Mentor junior & mid-level QA on automation best practices
Cypress Depth	<ul style="list-style-type: none"> Comfortable with scripting basic user actions like navigation, clicks, etc. Familiar with the variety of available assertions in Cypress Understands the test runner well enough to run and debug tests 	<ul style="list-style-type: none"> Expert in advanced features of Cypress (e.g. Custom Commands, API mocking, and Page Object Model pattern) 	<ul style="list-style-type: none"> Develops new Cypress plugins and integrate with existing plugins that satisfy automated testing needs (e.g., visual regression testing) Optimizes the performance of the CI/CD pipeline running the Cypress tests
JS Knowledge	<ul style="list-style-type: none"> Can write test scripts with basic Cypress features Familiar with async features of JS like Promises and async/await 	<ul style="list-style-type: none"> Can write Cypress scripts that use patterns like data-driven testing or POM Comfortable manipulating JSON and complex data structures 	<ul style="list-style-type: none"> Comfortable building custom reporters and other tooling to support the test suite Pulls in JS libraries to expand the capabilities of the test framework
Accessibility	<ul style="list-style-type: none"> Can use Cypress-Axe to run full-page automated scans Can identify common WCAG failures (e.g., missing alt text) using the Cypress console and follow docs to apply fixes Integrates automated a11y reporting into CI/CD pipelines 	<ul style="list-style-type: none"> Scopes scans to specific components and UI states Filters results by WCAG version to reduce noise Prioritizes remediation based on rule severity Configures custom logging to improve the readability of violation reports 	<ul style="list-style-type: none"> Standardizes project-wide Axe configurations Mentors the team on deep accessibility standards
Business Impact	<p>"The Doer": High volume of test creation. Main focuses are increasing test coverage and reducing repetitive manual workload.</p>	<p>"The Optimizer": Reduces flakiness and improves the speed of the local test suite. Main focuses are stability and performance.</p>	<p>"The Strategist": Focuses on ROI, budget, and long-term tech stack sustainability. Leverages technical expertise to build custom solutions. Mentors junior & mid-level team members.</p>