



Join a high-performing group with a purpose:
to grow a safer, cleaner, healthier future
for everyone, every day.

We are hiring for **Senior Software Test Engineer** in **Halma Company CenTrak**

Location	Business Unit	Report to
Bengaluru/Thanjavur	Healthcare	Team Lead – Software QA

About us

Halma is a global group of life-saving technologies companies, driven by a clear purpose. We are an FTSE 100 company with headquarters in the UK and operations in 23 countries, including regional hubs in India, China, Brazil, and the US

Our diverse group of nearly 50 global companies specialise in market leading technologies that push the boundaries of science and technology.

For over 50 years, the combination of our purpose, strategy, people, DNA and sustainable business model has resulted in **record long-term growth in revenues and profits and an increase in dividend by ≥ 5% every year**– an achievement unrivalled by any company listed on the London Stock Exchange.

Halma India fulfils the potential of the region by harnessing the diverse talents, expertise, infrastructure, and operational

We have a team of over 250 professionals representing commercial, digital and support functions across our seven offices in India, two in Bengaluru and one each in Delhi, Mumbai, Thanjavur, Vadodara, and Ahmedabad.

Halma India is a Great Place to Work® certified organisation, recognised for 3 consecutive years.

Here's why working with us is fulfilling:

We offer a safe and respectful workplace, where everyone can be who they 'REALLY' are, feel free to bring their whole selves to work and use their unique talents, knowledge, expertise, experiences, & backgrounds to create meaningful outcomes.

We nurture entrepreneurial spirits and empower them to think beyond the possibilities, to discover, shape and build their own unique stories. Our diverse businesses and operations provide fulfilling opportunities to grow as individuals and make an impact.

We are simple, humble and approachable, and we believe in leadership at all levels to bring our purpose to life. Everyone at Halma India makes an impact, and so do you when you join us!

Halma India is an equal opportunity employer, which means the base of our recruitment decisions is always on skills, competencies, attitudes, and values. We are committed to hiring from diverse backgrounds without regard to age, ethnicity, religion, marital status, disability status, sex, gender identity, or sexual orientation.



Detailed job description

About Halma Company CenTrak	CenTrak is a leading provider of Real-Time Location Systems (RTLS) for the healthcare industry, helping healthcare organizations create safer, more efficient, and connected care environments. CenTrak's solutions go beyond traditional asset tracking by providing real-time location and environmental condition data that enables healthcare facilities to improve operational efficiency, enhance safety, and better manage critical resources. With solutions deployed across 2,000+ healthcare facilities, CenTrak has a strong presence across the North American healthcare market. Its technology brings together software, connected devices, and location intelligence to deliver actionable insights across the healthcare enterprise. CenTrak - www.centrak.com
Position Objective (The purpose of role in current business/market scenario)	The candidate should have strong experience in Manual, Automation, and Hardware-in-the-Loop (HIL) testing to ensure the quality, reliability, and scalability of our Web, Desktop, API, Cloud, AI/ML, and embedded/hardware-connected applications. Experience in using AI/LLMs and building intelligent agents for self-healing automation in response to UI/DOM changes is highly desirable.
Responsibilities (KRAs / deliverables / job expectations)	Manual Testing • Participate in requirement reviews, sprint activities, analyse requirements, develop test scenarios, execute tests to support in-sprint validation, and release validation. • Perform defect identification, tracking, verification, and root cause analysis. • Execute load, stress, scalability, and performance testing. Automation Testing • Develop and maintain scalable automation frameworks using Python with Selenium and Playwright with CI/CD. • Develop automated API tests for REST, gRPC, and GraphQL services. • Build or use hardware simulators/emulators to enable automated regression testing when physical devices are not available at scale. Hardware-Integrated & Systems Testing • Validate end-to-end behaviour across hardware devices (RTLS tags, badges, sensors, exciters/infrastructure) and the software/cloud stack that consumes their data. • Design and execute Hardware-in-the-Loop (HIL) test scenarios that combine physical devices, gateways/simulators, and software under test. • Test firmware-to-software communication protocols (BLE, IR, RF, Wi-Fi, LoRa, or similar) for correctness, latency, and reliability.



Critical Success factors (critical / high impact aspects of role)	• Strong expertise in Manual and Automation Testing, with the ability to develop and maintain robust and scalable automation frameworks. • Hands-on experience in Hardware-in-the-Loop (HIL) and hardware-software integration testing, ensuring reliable integration across software, firmware, embedded systems, and connected devices. • Strong API and system-level testing, debugging, and root cause analysis capabilities to ensure overall product quality, reliability, and scalability.
Academic qualification	• Bachelor's or master's degree in computer science, Electronics, Electrical Engineering, or a related field. • Strong communication, collaboration, and problem-solving skills, including the ability to work cross-functionally with hardware and firmware engineering teams. • Candidates should be comfortable with a work schedule that includes regular overlap hours with US teams and effective asynchronous communication for the rest.
Experience (exposure)	• 5–8 years of software testing experience with proficiency in test automation using Python, Selenium WebDriver and Playwright. • Strong knowledge of REST API testing and implementing mocking/service virtualization, and hardware simulation/emulation tools. • Strong debugging, analytical, and root cause analysis skills across software, firmware, and hardware boundaries.
Key attributes (critical functional competencies)	• Expertise in Manual, Automation, and HIL Testing across software and hardware-integrated applications. • Proficiency in test automation and framework development, with hands-on experience in Python, Selenium, and Playwright. • Ability to perform API testing, hardware-software integration testing, debugging, and root cause analysis across software, firmware, and hardware environments.
Competencies (fundamental skills and attitudes)	• Analytical Thinking and Effective Problem Solving • Clear Communication and Cross-Functional Collaboration • Quality-Focused Mindset with Strong Attention to Detail • Continuous Learning, Adaptability, and Improvement Mindset

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