

POSITION INFORMATION

Job Title: Software Test Engineer

Department: Software Quality and Testing

Reports To: Manager of Software Quality and Testing

ABOUT THIS JOB

Summary:

At PathGuide Technologies, quality software means more than just preventing software defects. Our customers rely on our software to help operate accurate, efficient warehouses and distribution centers every day.

Our warehouse management software supports companies that receive inventory, fulfill customer orders and ship products. The work performed by our Software Quality and Testing team helps ensure our solutions meet or exceed our customer's expectations.

We're looking for someone who enjoys understanding how complex systems work, solving technical glitches and collaborating with others to deliver reliable software. If you are naturally curious, enjoy solving challenging problems, and want to build expertise across warehouse operations, SQL databases, APIs, software/hardware integrations, this role offers the opportunity to make a positive impact to our product quality and performance while continuing to grow your technical skills.

Job Description:

Software Test Engineers at PathGuide are responsible for validating new software functionality, reproducing customer-reported issues, and helping ensure the quality and reliability of PathGuide's software solutions.

This role goes beyond executing predefined test cases. Successful candidates are eager to diagnose complex system behavior, configuring test environments, analyzing SQL databases, validating software and hardware integrations and working closely with our technical staff to identify and resolve challenging software issues.

This position will further develop your expertise in warehouse operations, SQL, APIs, ERP integrations, cloud-hosted applications and software quality practices. You will have opportunities to expand your technical knowledge to appreciate how the products function and how these features can best be applied to benefit our customers.

Essential Duties & Responsibilities:

- Design, document and execute manual and automated software tests.
- Validate new features, enhancements, and software corrections throughout the development lifecycle.
- Reproduce customer reported issues by configuring environments, creating test data and executing customer workflows.
- Analyze software behavior using SQL, application logs, APIs and system tracing tools.
- Validate integrations with ERP systems, shipping software, RF devices, barcode scanners and other third-party software and hardware systems.
- Verify application functionality, database integrity and business workflows across multiple system components.
- Document defects with clear technical detail and reliable reproduction steps.
- Participate in regression, integration, exploratory and release testing.
- Contribute to the development and maintenance of automated testing.
- Collaborate with Engineering, Implementation and Support to improve overall product quality.



- Continuously expand knowledge of warehouse management systems and customer workflows.
- Occasionally travel for customer visits, company meetings, training or industry events.

Supervisory Responsibilities:

This position has no supervisory responsibilities.

Qualifications & Experience:

Successful candidates will demonstrate strong analytical thinking, systematic problem-solving, technical curiosity and a willingness to learn complex business systems.

Preferred qualifications include:

- Bachelor's degree in Computer Science, Information Systems, Software Engineering, or a related field or equivalent professional experience.
- Experience testing software applications or supporting complex business software.
- Experience writing SQL queries and working with relational databases.
- Experience testing REST APIs, JSON/XML payloads, or similar integration technologies.
- Ability to learn unfamiliar business processes and technical systems quickly.
- Strong troubleshooting and solution-driven mindset.
- Excellent written and verbal communication skills.

Experience with the following is highly desirable:

- Warehouse Management Systems (WMS)
- ERP integrations
- Supply chain or distribution software
- Test automation frameworks.
- Microsoft Azure or cloud-hosted applications

Physical Demands & Work Environment:

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

COMPANY INFORMATION**Company Background:**

PathGuide Technologies, Inc., a privately held company founded in 1989, is a leading provider of warehouse automation solutions for wholesale and industrial distributors across North America. PathGuide's software and services help suppliers increase productivity and order accuracy, improve customer service, and lower labor costs, all of which ultimately drive profitability. We work closely with our clients to develop those procedures and systems which fit their business needs. We provide consulting, software, hardware, and complete system integration services.

APPLICANT INSTRUCTIONS**Instructions:**

Please supply résumé and cover letter to: humanresources@pathguide.com

- Location: Bothell, WA
- This is not a remote position, local applicants only
- Compensation: \$75,000 - \$105,000 annual salary range