JOSHUA JAMES PACIA

I replace slow, flaky Selenium test suites with Playwright — faster releases, fewer false failures.

Test Automation Consultant · Python, Java & TypeScript [confirm] · 10+ yrs enterprise QA

Manila, Philippines · US/UK/EU hours overlap · linkedin.com/jjamespacia · [EMAIL]

SUMMARY

Test automation engineer and team lead with 10+ years building and migrating enterprise test frameworks for US, UK, EU and India clients. Led a Selenium/Java to Python/Playwright migration across 3 enterprise applications (5,000+ automated tests) while running a team of 3–5 engineers. I work with engineering teams of 20–500 people whose Selenium suites are slowing releases.

SERVICES

`Selenium to Playwright migration · Framework audit · CI/CD quality gates · Flaky-test remediation · Fractional QA lead · Team training`

EXPERIENCE

Accenture — Test Automation Engineer, Senior Analyst

Manila · 2021–Present

- Led the migration from a legacy Selenium/Java framework to Python/Playwright across 3 enterprise applications, designing the new framework and migration approach; [METRIC: regression cycle before to after / flaky-failure rate before to after].
- Delivered and maintained 5,000+ automated tests and a shared library of reusable components used across projects, reducing framework complexity and maintenance effort.
- Integrated automated quality gates into CI/CD pipelines in collaboration with developers, architects and delivery leads; [METRIC: hours saved per release / cost savings presented].
- Led a team of 3–5 automation engineers: technical direction, code reviews, task planning and delivery support for ~4 years.
- Trained engineers with no prior Selenium/Java experience through structured knowledge-sharing sessions, bringing them to productive delivery.
- Presented automation outcomes and time/cost savings to client stakeholders; screened and interviewed candidates for automation roles.

IBM Philippines — Advanced Programming Specialist

Manila · 2016–2021

- Built multiple Java/Selenium test automation frameworks from scratch across business applications, including reusable utilities and framework accelerators.
- Established organisation-wide automation standards for consistency, maintainability and scalability.
- Partnered with development and infrastructure teams to improve test execution efficiency and deployment readiness.
- Drove continuous-improvement work on framework performance and maintainability; [METRIC: execution time improvement, if known].

SKILLS

Automation: Playwright (Python, Java; TypeScript [confirm]), Selenium, test framework architecture, Page Object Model, flaky-test diagnosis
Languages: Python, Java, SQL
CI/CD & Cloud: Jenkins, GitHub Actions, Azure DevOps, Microsoft Azure
Leadership: Team lead (3–5 engineers), code review, engineering standards, training & onboarding, technical interviewing, stakeholder reporting

EDUCATION

BS Information Systems — University of Santo Tomas, Manila · 2015