

COLONNADE INSURANCE S.A. IS SEEKING A

PERFORMANCE ENGINEER / PERFORMANCE TESTING ENGINEER



COMPANY DESCRIPTION

Colonnade Insurance S.A. specializes in non-life insurance, which is designed not only for individual clients, but also for small and large businesses. We are part of the multinational financial group Fairfax Financial Holdings, one of the world leaders in insurance and reinsurance. Colonnade operates through branches in Romania, the Czech Republic, Bulgaria, Poland, Slovakia, Hungary and a subsidiary in Ukraine.

In Europe, the Colonnade company employs over 500 experienced specialists. Our financial strength has been affirmed by the [A.M. Best Company rating A- \(Excellent\)](#).

Delivery Team is an international organizational unit, working according to agile principles and consist of diverse roles and teams that are responsible for the technological transformation in Colonnade. This is a highly qualified team of IT Experts, located in 6 different countries (CEE), working in international teams, in a hybrid model.

WHY IS COLONNADE A GREAT PLACE TO JOIN?

At Colonnade, our strategy is to become a significant general insurer of scale, focusing on the CEE region. Colonnade is in a fortunate and unique position:

- Our shareholder is totally supportive of our strategy and investment in our growth
- We have a profitable foundation and are able to fund our transformation from these profits
- We want to transform and create our insurance company into a modern, successful and digital insurer, based on our Fairfax values
- We are making a multi-million Euro investment in Guidewire and additional digital systems to create a common platform across our countries



JOB DETAILS

Location: Poland, Czech Republic, Slovakia, Hungary, Romania or Bulgaria (one of these locations)

Job type: full-time

CANDIDATE'S PROFILE



We are looking for a skilled **Performance Engineer / Performance Testing Engineer** to join our **Test Automation Team**. In this role, you will be responsible for evaluating and ensuring the robustness, speed, and reliability of our applications and systems. You will play a key role in defining performance benchmarks, designing and executing tests, and collaborating with cross-functional teams to identify bottlenecks and optimize performance. This position offers a unique opportunity to make a direct impact on product quality and the overall user experience.

Tools: Azure DevOps, Java, Selenide, Postman, JMeter, Spring, Allure, TestNG, Gradle

DAY TO DAY TASKS – MAIN DUTIES



- **Performance Test Planning and Scenario Development:** Analyze business requirements to create comprehensive performance testing strategies, including detailed test plans, scripts, and scenarios. Develop load, stress, endurance, and capacity testing cases to simulate production-like conditions and high-traffic events.
- **Execute and Monitor Performance Testing:** Perform various types of testing—such as load, stress, spike, and endurance—using tools like JMeter, Grafana, or equivalent. Monitor test execution in real-time to gather essential metrics (latency, throughput, error rates) and evaluate system behavior under load.
- **Analyze Performance and Diagnose Issues:** Conduct in-depth analysis of performance test results to identify bottlenecks, resource constraints, or failures. Work closely with development and DevOps teams to identify root causes, troubleshoot issues, and recommend optimizations.
- **System Resilience and Load Forecasting:** Forecast system performance needs based on expected business growth, ensuring that systems are resilient and scalable. Provide insights and recommendations for infrastructure capacity and architecture improvements.
- **Live System Performance Analysis:** Proactively monitor and assess performance in live production environments. Quickly identify and resolve performance issues, working in real-time to ensure continuous system availability.
- **Optimization and Continuous Improvement:** Continuously evaluate and improve performance testing processes, tools, and frameworks. Identify areas for automation to streamline testing and provide faster feedback loops to development teams.
- **Mentorship and Knowledge Sharing:** Mentor junior team members, offering guidance on best practices in performance testing and fostering skill development. Share knowledge and insights across teams to support a performance-oriented culture.
- **Attend team meetings and collaborate with cross-functional teams to understand project.**



REQUIREMENTS

List of requirements to be successful in the future role:

3+ years of experience in performance engineering, performance testing, or quality engineering roles with expertise in load testing, stress testing, and test automation for performance.

Hands-on experience with tools like JMeter, Grafana, Gatling, or similar, including test scripting, configuration, and troubleshooting.

Skilled in capacity planning, load forecasting, and performance prediction based on expected business needs. Able to assess and recommend improvements for system scalability.

Experience creating, maintaining, and optimizing performance test scripts for repeatable testing and continuous performance feedback within Agile cycles.

Ability to independently analyze complex performance issues, define metrics, and identify root causes, with attention to detail in troubleshooting and resolution.

Clear and effective communicator, capable of conveying technical findings to both technical and non-technical stakeholders.

Ability to work effectively in a fast-paced, dynamic environment.

Strong proficiency in spoken and written English (international project).



COLONNADE VISION

We believe in fairness and simplicity in all our relationships, this is how we do business! We deliver transparent products and fast claims service that address the challenges of the changing world around us!"

COLONNADE VALUES

- Honesty and integrity are essential in all our relationships and will never be compromised.
- We are results oriented – not political.
- We are team players – no “egos”. A confrontational style is not appropriate. We value loyalty – to Fairfax and our colleagues.
- We follow the Golden Rule: we treat others as we would want to be treated.
- We are hardworking but not at the expense of our families.
- We always look at opportunities but emphasize downside protection and look for ways to minimize loss of capital.
- We are entrepreneurial. We encourage calculated risk taking. It is all right to fail but we should learn from our mistakes.
- We will never bet the company on any project or acquisition.



- We believe in having fun – at work!



APPLY NOW!

- To apply for this opportunity, please send your resume to career@colonnade-insurance.com, quoting reference [Performance Testing Engineer](#).