GENERAL

average salary test engineer ii

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Introduction

In the fast growing world of software development, the role of a **Test Engineer II** has become increasingly vital. These professionals ensure that applications perform reliably, meet quality standards, and deliver a seamless user experience. For many tech enthusiasts and seasoned engineers alike, understanding the compensation landscape for a Test Engineer II is essential—whether you're just starting out, looking to transition into this role, or aiming to negotiate a higher salary.

In this guide, we'll dive deep into what a Test Engineer II does, the skills that set them apart, and the factors that influence their earnings. By the end, you'll have a clear picture of the **average salary test engineer ii** range and actionable tips to boost your income in this dynamic field.

What Is a Test Engineer II?

Definition and Role

A Test Engineer II is typically a mid level position that sits between entry level Test Engineers (often labeled as Test Engineer I) and senior or lead testing roles. Individuals in this role are expected to independently design, implement, and execute test plans, as well as mentor junior testers. They bridge the gap between basic testing tasks and strategic quality assurance responsibilities.

Career Path and Advancement

Most Test Engineers II start as Test Engineers I or QA Analysts, gaining foundational knowledge of test methodologies and tools. After accumulating 2–4 years of experience, they move into the II level, where they handle more complex testing scenarios, contribute to test strategy, and often collaborate with development teams on continuous integration pipelines.

From there, the next steps include:

- Senior Test Engineer
- Lead Test Engineer / QA Lead
- Test Manager / QA Manager
- Quality Assurance Director or Vice President of Engineering

Key Responsibilities of a Test Engineer II

While the specific duties can vary by organization, the core responsibilities of a Test Engineer II usually encompass:

- Test Design & Planning: Crafting detailed test cases, scripts, and test plans that align with product requirements.
- Automation Development: Building and maintaining automated test suites using tools such as Selenium, Cypress, Playwright, or Appium.
- Test Execution & Reporting: Running tests, logging defects, and providing comprehensive reports to stakeholders.
- Continuous Integration (CI) Integration: Integrating test suites into CI/CD pipelines (Jenkins, GitLab CI, Azure

DevOps).

- Mentorship & Knowledge Sharing: Guiding junior testers, conducting code reviews, and disseminating best practices.
- Performance & Security Testing: Conducting load, stress, and security tests to ensure product resilience.
- Stakeholder Collaboration: Working closely with product managers, developers, and UX designers to clarify requirements and improve product quality.

Essential Skills and Qualifications

To thrive as a Test Engineer II, professionals typically possess a blend of technical, analytical, and interpersonal skills. Below are the most sought after attributes:

- Technical Proficiency\n\nExperience with test automation frameworks (e.g., Selenium, Cypress, Playwright).
- Strong grasp of programming languages such as Java, Python, JavaScript, or C#.
- Knowledge of API testing tools like Postman, RestAssured, or SOAP UI.
- Familiarity with CI/CD pipelines and version control systems (Git).
- Ability to dissect complex requirements and design effective test scenarios.
- Strong debugging skills to isolate and resolve defects quickly.
- Clear articulation of defect reports and test results to non technical stakeholders.
- Effective collaboration with cross functional teams.
- Time management to juggle multiple test cycles.
- Risk assessment and mitigation strategies.
- Staying updated on emerging testing tools and methodologies.
- Certifications such as ISTQB, CSM, or Certified Software Test Engineer (CSTE) can be advantageous.

Average Salary Test Engineer II: What to Expect

National Averages

Salary data for Test Engineer II roles varies across countries, but in the United States, the typical **average salary test engineer ii**ranges from $80,000 to $110,000 annually. This figure is influenced by factors such as industry demand, company size, and the engineer's experience level.

Regional Variations

Geographic location plays a significant role in compensation. Below is a snapshot of average salaries by major U.S. regions:

- San Francisco Bay Area: $120,000 – $150,000
- New York City: $110,000 – $140,000
- Seattle: $105,000 – $135,000
- Austin: $90,000 – $120,000
- Midwest (e.g., Chicago, Detroit): $80,000 – $110,000

Outside the U.S., salaries differ markedly. For example, in the United Kingdom, a Test Engineer II typically earns between £45,000 and £65,000, while in India, the range is roughly ₹8,00,000 to ₹12,00,000 per year.

Industry Impact

Different sectors exhibit varying compensation levels. Technology startups and fintech firms often offer higher salaries to attract top talent, whereas educational or non profit tech roles may pay less. The following table

illustrates average salaries by industry:

Industry	Average Salary
Software & Services	$100,000 – $130,000
Financial Services	$95,000 – $125,000
Healthcare	$90,000 – $115,000
Manufacturing	$85,000 – $110,000
Government & Public Sector	

Experience and Education Factors

While a bachelor's degree in Computer Science, Software Engineering, or a related field is common, many employers value hands on experience and certifications more than formal education. A typical salary progression for a Test Engineer II might look like this:

1. 0–2 Years: Entry level, often earning $70,000 – $85,000.
2. 2–5 Years: Mid level, earning $80,000 – $110,000.
3. 5+ Years: Advanced mid level or early senior roles, earning $100,000 – $140,000.

Certifications such as ISTQB Advanced Level or CSTE can add 5–10% to a base salary.

Comparing Test Engineer II Salary with Other Engineering Levels

Understanding how a Test Engineer II's compensation stacks up against other roles can help you gauge your value in the market. Below is a comparative snapshot:

Role	Typical Salary Range
Test Engineer I (Junior)	$60,000 – $80,000
Test Engineer II (Mid Level)	$80,000 – $110,000
Senior Test Engineer	$100,000 – $140,000
Lead Test Engineer / QA Lead	$120,000 – $160,000
Software Engineer (Mid Level)	$90,000 – $120,000
Software Engineer (Senior)	$110,000 – $150,000

While the salary ranges overlap, Test Engineer II positions often offer a balanced mix of technical depth and managerial responsibilities, making them attractive for professionals seeking a blend of coding and leadership.

How to Increase Your Salary as a Test Engineer II

Boosting your earnings in this field requires a strategic approach that blends skill development, networking, and negotiation. Here are actionable steps you can take:

1. Master Automation\n\nDeepen your knowledge of advanced automation frameworks.
2. Contribute to open source testing tools to build a public portfolio.

- ISTQB Advanced Level Test Analyst or Test Manager.
- Certified Agile Tester (CAT) or Certified Scrum Master (CSM).
- Security Testing certifications (e.g., OSCP, CEH) if you’re interested in security QA.

- Learn domain specific testing (e.g., IoT, AI/ML, cloud services).
- Understand regulatory compliance in industries like finance or healthcare.

- Lead a small testing team or project.
- Mentor junior testers and contribute to process improvement initiatives.

- Research market rates using sites like Glassdoor, Payscale, and LevelUp.
- Prepare a strong case highlighting your impact on product quality and cost savings.
- Be ready to discuss benefits, equity, and remote work flexibility.

- High cost living areas often offer higher salaries.
- Remote roles can provide a wider range of compensation packages.

Future Outlook for Test Engineers II

The demand for skilled QA professionals continues to grow as software complexity increases. Key trends shaping the future include:

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