

ENGINEERING LADDER

2025 · H2

AgileLab · Career Framework

← → arrow keys or scroll wheel to navigate · press ? for shortcuts

CAREER TRACKS

TECH TRACK

Rookie	0Y · 30-33K
Engineer I	6M · 26-40K
Engineer II	2Y · 36-48.5K
Engineer III Senior ↗	3Y · 47.5-62K
Engineer IV	6Y · 62-78K + 4K
Staff Engineer I	8Y · 68-86K + 12K
Staff Engineer II	12Y · 80K+ + 12K
CTO	15Y · 100K+

MANAGER TRACK

Delivery Lead	6Y · 62-78K + 4K
Senior Delivery Lead	8Y · 68-86K + 12K
Engineering Director	12Y · >80K + 12K
VP Engineering	15Y · >100K

HOW TO READ THE LADDER

- Expectations at each level are **cumulative**
- Managers have the same expectations as ICs for individual work, plus manager-specific expectations
- **Dex + Str** ("adder" attributes) drive promotions at lower levels; **Wis + Cha** ("multiplier" attributes) become increasingly important at higher levels
- Not everyone progresses in each column in lockstep — e.g. Dex:6/Cha:3 won't block you at L3, but may limit progression to L6
- You must **consistently perform at the next level for 6M-1Y** before promotion (except Rookie → E1 which can be fast)
- Not possible to jump 2 levels at once
- Rookie → E1 requires only coach approval
- Each level has a **minimum working experience requirement** (hard gate); no upper limits — being stuck forever is possible
- Retention Pack is a one-shot payment at 31/03 each year; employee must still be with the company and employed for more than one year (E1 contract only)
- Roles above E4 (Engineering Manager, Staff Engineers) **must have E1 contract**
- Each level has an intersection matrix with company roles
- A level marked * means there is a weakness to fix; * can only be assigned after the hiring process, not during normal evolution
- After a level is assigned at hiring, the **next level must be demonstrated in the context of AgileLab** — no past experiences counted

TECHNICAL SPECIALIZATIONS

DE

Data Engineer

Build and industrialize Data Platforms or Data centric use cases

DS

Data Scientist

Develop and operationalize ML-based use cases within a broader picture and ecosystem

DA

Data Analyst

Ad-hoc analysis, reporting, dashboards and light data transformations / data modelling

FS

Full Stack

Microservices, API or end-to-end Web Applications

SRE

Site Reliability

Monitor, Automate and Manage infrastructures and applications

Cross-functionality is a valued principle — e.g. an Eng 3 may be evaluated across both DE and DA profiles with appropriate weighting.

On the **Product** side, expectations align with technical roles at lower levels; higher-level Product roles are reserved for consulting profiles only (to be reviewed).

TECH SKILLS ASSESSMENT & VALUES

Tech Skills Assessment

- All capabilities must be **contextualized and weighted** per tech profile — e.g. "effective debugging" applies to fixing a software bug, resolving overfitting in an ML model, or scaling a data pipeline
- Not all competencies must be demonstrated in the brag file — some are evaluated during the committee review (e.g. "industry trend awareness")

Values & Culture

Alignment with company values and culture is a **prerequisite for promotion at every level**. This includes:

- Practicing self-management — show up prepared and proactive
- Prioritizing participation in tactical and governance meetings
- Being timely in 360° reviews
- Conducting regular 1-on-1 meetings
- Engaging in internal surveys

At higher levels these behaviors are even more critical — lead by example.

POST RECRUITING

- Ladder placement from hiring **cannot be re-evaluated before 6 months**
- After 6 months: a **formal ladder confirmation** process occurs — the candidate is not involved
- Coach + interviewer reassess the original ladder positioning. Three outcomes:

✓ Confirmed

Nothing changes — candidate needs to climb the ladder normally.

↓ Downgrade → *

Ladder level stays the same but with a *. Candidate waits for coach confirmation (no formal climbing). Coach and interviewer must explain clearly which points were not met and provide guidance.

Cannot downgrade without prior negative feedback over the 6-month coaching journey.

↑ Upgrade

New ladder level assigned and RAL adjusted if needed.

ENGINEER ROOKIE

DE • DS

 Min Experience: 0Y  Salary: 30K-33K

Dex · Technical Skill

- Develops productivity skills: source control, editors, build system, testing and debugging best practices
- Broad knowledge of core computer science concepts or math modelling concepts
- Understands and adopts internal development workflow

Str · Get Stuff Done

- Focus on growing as an engineer, learning existing tools, resources and processes

Wis · Impact

- Contributes to improving the company: surveys, 360° reviews, handbook, community moments (company meetings, OKR, etc.)


Cha · Communication & Leadership

- Effective in general communication
- Exhibits Agile's core values, focuses on understanding and living these values
- Accepts feedback graciously and learns from everything they do

ENGINEER I

DE · DS · FS

 Min Experience: 6M

 Salary: 30K-40K

 Invoiced: 36K-48K

Dex · Technical Skill

- Familiarity and productivity with development tools
- Understands and adopts internal development workflow
- Familiarity and productivity with main concepts in target role (DE/DS/FS)
- Familiarity and productivity with SQL

Str · Get Stuff Done

- Capable of taking well-defined sub-tasks and completing them

Wis · Impact

- Contributed on one to multiple data initiatives
- Contributes to improving the company: surveys, 360° reviews, handbook, community moments


Cha · Communication & Leadership

- Effective in communicating status to the team
- Provides feedback to improve team routine
- Raises problems in 1-on-1

ENGINEER I

SRE

 Min Experience: 6M

 Salary: 26K-40K

 Invoiced: 30K-48K

Dex · Technical Skill

- Scripting languages: Bash, Python, or Go for automation and system management
- Good knowledge of OS (Linux/Unix) and networking
- Design, implementation and maintenance of basic CI/CD pipelines (Jenkins, GitHub Actions, GitLab CI)
- Familiarity with development tools and IaC best practices
- Familiarity with monitoring tools (Prometheus, Grafana, Nagios)
- Basic monitoring and debugging in production environments
- Documents operations and incidents; follows company guidelines

Str · Get Stuff Done

- Takes well-defined sub-tasks (monitoring, alerting, system config, infrastructure) and completes them
- Demonstrates consistency in adhering to incident management protocols
- Participates in on-call rotations for medium-complex cases, escalating appropriately

Wis · Impact

- Contributed on one to multiple data initiatives
- Contributes to improving the company: surveys, 360° reviews, handbook, community moments


Cha · Communication & Leadership

- Effective in communicating status to the team
- Provides feedback to improve team routine
- Raises problems in 1-on-1

ENGINEER I

DA

 Min Experience: 6M

 Salary: 28K-37K

 Invoiced: 32K-45K

Dex · Technical Skill

- Familiarity and productivity with development tools
- Understands and adopts internal development workflow
- Familiarity and productivity with main concepts in Data Analysis
- Familiarity and productivity with SQL

Str · Get Stuff Done

- Capable of taking well-defined sub-tasks and completing them

Wis · Impact

- Contributed on one to multiple data initiatives
- Contributes to improving the company: surveys, 360° reviews, handbook, community moments

Cha · Communication & Leadership

- Effective in communicating status to the team
- Provides feedback to improve team routine
- Raises problems in 1-on-1

ENGINEER II

DE • FS

 Min Experience: 2Y

 Salary: 38.5K–48.5K

 Invoiced: 45.5K–58.5K

 Next step (Eng3) is **senior**  — soft skills need to be present. May require time to demonstrate.

Dex • Technical Skill

- Writes correct and clean code with guidance in OO or functional programming; follows best practices
- Good knowledge of software architecture design patterns
- Participates in technical design (also architectural level) with guidance
- Rarely makes the same mistake twice
- Expertise in at least one framework (Spark, Flink, NodeJs, SpringBoot, etc.)

Str • Get Stuff Done

- Self-sufficient in at least one large area of the codebase, high-level understanding of others
- Capable of providing on-call support including unfamiliar systems
- Learns quickly and makes steady progress without constant feedback from senior engineers
- Makes steady progress; knows when to ask for help to unblock
- Able to own small-to-medium features from technical design through completion
- Prioritizes tasks; avoids unimportant details and endless trivial discussions

Wis • Impact

- Understands how work fits into the larger project and business scenario
- Identifies problems with requirements
- Understands and shares customer organization, business and needs; genuinely interested in functional aspects
- Contributes to improving the company: surveys, 360° reviews, handbook, community moments

Cha • Communication & Leadership


- Gives timely, helpful feedback to peers and managers
- Communicates assumptions and gets clarification upfront to minimize rework
- Provides estimates and stays accountable for them
- Solicits feedback from others and is eager to improve

ENGINEER II

DS

 Min Experience: 2Y

 Salary: 38.5K-48.5K

 Invoiced: 45.5K-58.5K

 Next step (Eng3) is **senior** — soft skills need to be present. May require time to demonstrate. For DS, business comprehension becomes increasingly important towards Eng3.

Dex · Technical Skill

- Writes correct and well-structured data processing, training and evaluation pipelines; follows best practices
- Participates in technical design (also architectural level) with guidance
- Focuses on expertise in one or more areas (timeseries forecasting, computer vision, NLP, Gen-AI architectures, MLOps, etc.)
- Rarely makes the same mistake twice
- Expertise in at least one framework (Pandas, Scikit, Haystack, etc.)

Str · Get Stuff Done

- Self-sufficient in at least one area; on-call support including unfamiliar systems
- Learns quickly; makes steady progress without constant senior feedback
- Owns small-to-medium features including problem framing, model selection and evaluation methodology
- Prioritizes tasks; avoids unimportant details and trivial discussions

Wis · Impact

- Deeply comprehends the business use case
- Understands how work fits into the larger project and business scenario
- Understands and shares customer organization, business and needs
- Contributes to improving the company: surveys, 360° reviews, handbook, community

Cha · Communication & Leadership

- Gives timely, helpful feedback to peers and managers
- Communicates assumptions and gets clarification upfront
- Provides estimates and stays accountable
- Solicits feedback and is eager to improve

ENGINEER II

DA

 Min Experience: 2Y

 Salary: 36K-48.5K

 Invoiced: 42.5K-58.5K

 Next step (Eng3) is **senior** — soft skills need to be present. May require time to demonstrate. For DA, business comprehension becomes increasingly important towards Eng3.

Dex · Technical Skill

- Proficiency in SQL including advanced query patterns
- Strong skills in a BI Tool and/or Python/R for data manipulation and analysis
- Knowledge of statistical analysis and hypothesis testing
- Familiarity with ETL processes and data pipelines
- Data Visualization best practices
- Rarely makes the same mistake twice

Str · Get Stuff Done

- Self-sufficient in generating ad-hoc analysis for decision support, working closely with business
- On-call support including unfamiliar systems; learns quickly
- Owns small-to-medium features from technical design through completion
- Prioritizes tasks

Wis · Impact

- Communicates findings and insights to non-technical stakeholders through clear storytelling
- Ensures data quality and integrity across reports and analysis
- Understands how work fits into larger project and business scenario
- Understands and shares customer organization, business and needs
- Contributes to improving the company

Cha · Communication & Leadership


- Gives timely, helpful feedback to peers and managers
- Communicates assumptions and gets clarification upfront
- Provides estimates and stays accountable
- Solicits feedback and is eager to improve

ENGINEER II

SRE

 Min Experience: 2Y

 Salary: 38.5K-48.5K

 Invoiced: 45.5K-58.5K

 Next step (Eng3) is **senior** — soft skills need to be present. May require time to demonstrate.

Dex · Technical Skill

- Writes correct and clean code with minimal guidance in at least two system languages (Bash, Python, Go, Terraform)
- Understands system performance, scalability principles, microservices architecture; participates in design discussions
- Strong knowledge of monitoring and observability principles; configures and customizes dashboards and alerts
- Expertise in at least one core SRE framework or tool (Kubernetes, Cloudera, Cloud Provider, Infrastructures)
- Performance testing and identifying potential reliability risks
- Rarely makes the same mistake twice

Str · Get Stuff Done

- Self-sufficient in at least one area; on-call support
- Owns small-to-medium features from technical design through completion
- Prioritizes tasks
- Proactively identifies bottlenecks or inefficiencies in infrastructure and suggests improvements
- Supports incident resolution autonomously for systems within expertise
- Participates in incident response, RCA, and documenting learnings

Wis · Impact

- Understands how work fits into larger project and business scenario
- Understands and shares customer organization, business and needs
- Contributes to improving the company: surveys, 360° reviews, handbook, community

Cha · Communication & Leadership

- Gives timely, helpful feedback to peers and managers
- Communicates assumptions and gets clarification upfront
- Provides estimates and stays accountable
- Solicits feedback and is eager to improve

ENGINEER III **SENIOR** ↗

DE • FS

17 July

Min Experience: 3Y



Salary: 48.5K-62K



Invoiced: 60K-74K

Dex • Technical Skill

- Makes well-reasoned design decisions and trade-offs; works in other areas with guidance
- Crafts software/system architecture with minimal supervision
- Effective debugging techniques
- Deep knowledge of industry trends; of our workflow and standards
- Excellent in at least 3-4 core technologies/frameworks in their reference stack (DE/FS)
- Advanced programming in one language; proficient in another
- Actively stays up-to-date (conferences, books, certifications, workshops)
- Deep knowledge of our organization and roles
- Familiarity with the business domain around assigned projects
- Must be able to act as tech lead or project lead

Str • Get Stuff Done

- Scopes and stages work into well-defined milestones; avoids monolithic deliverables
- Persistent in the face of roadblocks; requires minimal direction/oversight
- Takes initiative to fix issues before assigned; seeks empirical evidence
- Provides reliable estimates even in unclear contexts
- Delivers complex systems well-baked and bug-free; on time
- Tackles performance issues at application, system or model level with full autonomy
- Manages time, resources, scope, speed, quality based on context
- Looks at test cases and advises code/regression impact

Wis • Impact

- Autonomously manages and delivers projects of increasing complexity; may lead a project team
- Fully understands business impact of actions for Customer/AgileLab
- Cares about customer/product success; anticipates problems at business level
- Partners with product/customer to drive requirements for all parties
- Influences technical decisions (including at customer level)
- Clearly understands overall project goals and creates strategies
- Challenges team and organization processes; looks for improvements
- Provides contributions outside core area (circles, OKRs, etc.)
- Identifies and protects project perimeter from scope manipulation
- Tries to solve problems autonomously before escalating
- Always pushes maximum quality; embraces AgileLab best practices
- Contributes to improving the company


Cha • Communication & Leadership

- Communicates technical decisions through design docs, wiki and talks
- Clearly sets and communicates Definition of Done
- Mentors junior engineers via pairing, design review and code review
- Contributes frequently to workshops and knowledge sharing
- Communicates effectively cross-functionally (internal: Engineering, HR, Product, Sales; external: Customer teams)
- Manages customer/stakeholder expectations; balances yes/no based on context
- Sets and communicates clear personal and team goals
- Sets and sticks with communication standards with customer/stakeholders
- Actively learning to handle difficult management situations
- Proactively identifies problems with requirements (clarity, inconsistencies, limitations, CR)
- No empty complaints — always brings solutions
- Continuously nurtures functional and practice knowledge in the team

ENGINEER III SENIOR ↗

DS

 Min Experience: 3Y

 Salary: 48.5K-62K

 Invoiced: 60K-74K

Dex · Technical Skill

- Makes well-reasoned design decisions and trade-offs
- Effective debugging techniques
- Deep knowledge of industry trends; of software development workflow and standards (handbook)
- Excellent in at least 3-4 core technologies/frameworks in their reference stack
- Advanced programming in one language; proficient in another
- Actively stays up-to-date (conferences, books, certifications, workshops, papers)
- Deep knowledge of our organization and roles
- Familiarity with the business domain around assigned projects
- Crafts end-to-end architecture (modeling approach, models, infrastructure, software) for a business use-case with minimal support
- Must be able to act as tech lead or project lead

Str · Get Stuff Done

- Scopes and stages work into well-defined milestones
- Persistent; requires minimal direction/oversight
- Takes initiative; seeks empirical evidence through POCs, tests, external research
- Provides reliable estimates in not-clear contexts
- Delivers complex systems well-baked and bug-free; on time
- Tackles performance issues at application, system or model level with full autonomy
- Manages time, resources, scope, speed, quality per context
- Advises on testing data and model pipelines to simplify code and avoid regressions

Wis · Impact

- Autonomously manages and delivers projects of increasing complexity
- Fully understands business impact for Customer/AgileLab
- Cares about customer/product success; anticipates problems at business level
- Partners with product/customer; influences technical decisions
- Challenges team and organization processes
- Provides contributions outside core area
- Protects project perimeter from scope manipulation
- Solves problems autonomously before escalating
- Always pushes maximum quality
- Contributes to improving the company

Cha · Communication & Leadership

- Communicates technical decisions through design docs, wiki and talks
- Clearly sets and communicates DoD
- Mentors junior engineers via pairing, design review, code review
- Contributes frequently to workshops
- Communicates effectively cross-functionally
- Manages customer/stakeholder expectations
- Sets and communicates clear goals
- Actively learning to handle difficult management situations
- Identifies problems with requirements proactively
- No empty complaints — always brings solutions
- Continuously nurtures knowledge in the team

ENGINEER III **SENIOR** ↗

DA

July 17

Min Experience: 3Y



Salary: 47.5K-60.5K



Invoiced: 60K-74K

Dex · Technical Skill

- Advanced SQL skills, data manipulation and optimization
- Proficiency in Python or R for data manipulation, analysis and automation
- Effective debugging techniques
- Deep knowledge of industry trends; of our workflow and standards
- Ability to perform advanced statistical analysis and forecasting
- Actively stays up-to-date
- Deep knowledge of our organization and roles
- Familiarity with business domain around assigned projects
- Must be able to act as tech lead or project lead

Str · Get Stuff Done

- Scopes and stages work into well-defined milestones
- Persistent; requires minimal direction/oversight
- Takes initiative; seeks empirical evidence
- Provides reliable estimates in not-clear contexts
- Delivers complex systems well-baked and bug-free; on time
- Tackles performance issues with full autonomy
- Manages time, resources, scope, speed, quality per context
- Looks at test cases and automation

Wis · Impact

- Autonomously manages and delivers projects of increasing complexity
- Fully understands business impact
- Cares about customer/product success; contributes to business strategy through data-backed insights
- Partners with product/customer; drives requirements while defining and measuring KPIs
- Proactively identifies areas for improvement through data-driven insights
- Identifies problems/risks of own work and others
- Challenges team and organization processes
- Provides contributions outside core area
- Protects project perimeter
- Contributes to improving the company

Cha · Communication & Leadership

- Communicates technical decisions through design docs, wiki and talks
- Clearly sets and communicates DoD
- Mentors junior engineers — best practices for data analysis, visualization and storytelling
- Contributes frequently to workshops
- Communicates effectively cross-functionally
- Manages customer/stakeholder expectations
- Sets and communicates clear goals
- Actively learning to handle difficult management situations
- Identifies problems with requirements proactively
- No empty complaints — always brings solutions
- Continuously nurtures knowledge in the team

ENGINEER III **SENIOR** ↗

SRE

July 17

Min Experience: 3Y



Salary: 47.5K-60.5K



Invoiced: 60K-74K

Dex · Technical Skill

- Designs and implements scalable and resilient infrastructure architectures with minimal supervision
- Deep expertise in multiple monitoring and observability tools; can define org-wide observability strategies
- Advanced debugging across complex systems and environments
- Proficient in several languages for infrastructure automation and systems design
- Excellent in at least 3-4 core technologies/frameworks and practices
- Crafts effective incident response strategies including automation and post-incident reviews
- Leads capacity planning and cost optimization discussions
- Stays up-to-date with industry trends (conferences, certifications, workshops)
- Deep knowledge of our workflow and standards
- Must be able to act as tech lead or project lead

Str · Get Stuff Done

- Scopes work into well-defined milestones; avoids monolithic deliverables
- Takes ownership of critical incidents including RCA and systemic fixes to prevent recurrence
- Regularly delivers robust, scalable, well-documented automation with measurable impact
- Provides reliable estimates for infrastructure/reliability projects in ambiguous contexts
- Consistently identifies and addresses technical debt and architectural weaknesses
- Manages time, resources, scope, speed, quality per context

Wis · Impact

- Autonomously manages and delivers projects of increasing complexity
- Fully understands business impact
- Cares about customer/product success; anticipates problems
- Partners with product/customer; influences technical decisions
- Challenges team and organization processes
- Provides contributions outside core area
- Pushes team towards best practices in observability, incident management and infrastructure design
- Contributes to improving the company

Cha · Communication & Leadership

- Communicates technical decisions through design docs, wiki and talks
- Clearly sets and communicates DoD
- Mentors junior engineers via pairing, design review and code review
- Contributes frequently to workshops
- Communicates effectively cross-functionally
- Manages customer/stakeholder expectations
- Sets and communicates clear goals
- Actively learning to handle difficult management situations
- Identifies problems with requirements proactively
- No empty complaints — always brings solutions
- Continuously nurtures knowledge in the team

ENGINEER IV

 Min Experience: 6Y

 Salary: 62K-78K + 4K retention pack

 Invoiced: 78K-96K + 4K retention pack

 *Must have acted as project/team lead for at least 2 years in critical and complex projects.*

Dex · Technical Skill

- Go-to expert in multiple technologies/frameworks; masters the overall system architecture
- Excellent in most core technologies and practices
- Researches and proposes new technologies/methodologies
- Doesn't require any tech supervision
- Proactively detects performance bottlenecks in complex systems
- Deep knowledge of the business domain around assigned projects
- Able to frame an effective technical pre-sales proposal
- Record of creating sweeping improvements in stability, performance and scalability across business-critical systems

Str · Get Stuff Done

- Known for drama-free end-to-end delivery
- Can stick with long-lasting commitments
- Owns the technical testing and performance plan for projects
- Can jump into old projects/products and fix them without problems
- Jumps into most problems (tech & biz) and resolves them
- Over-delivers when possible
- Proactively identifies and tackles technical debt before it becomes significant

Wis · Impact

- Takes initiative to identify and solve important problems; coordinates on cross-cutting technical issues
- Anticipates and manages user/customer expectations; avoids business impacts
- Sets direction at project/service level; consistently influences decision-making at tech/business level
- Provides technical advice on decisions impacting other teams or the company at large
- Understands tradeoffs between technical, analytical and product/customer needs
- Identifies and proposes strategies around technical problems; communicates standards; gets buy-in
- Contributes to improving the company

Cha · Communication & Leadership

- Makes others better through code reviews, documentation, technical guidance and mentoring
- Can serve as Project Lead
- Communicates with self-awareness; handles stressful/toxic environments with personal detachment
- Proposes things in clear, structured written form focusing on goals and impacts
- Provides feedback on projects outside core area
- Contributes to career development of others
- Capable of running technical interviews and hiring A-players

DELIVERY LEAD

 Min Experience: 6Y

 Salary: 62K-78K + 4K retention pack

 Invoiced: 78K-96K + 4K retention pack

 Up to 25 people

 To reach this level or above, it is expected that engineers have already acted as project/team lead for at least 2 years in critical and complex projects.

Dex · Technical Skill

- Researches and proposes new technologies
- Doesn't require tech supervision
- Deep knowledge of the business domain around assigned projects
- Able to frame an effective technical pre-sales proposal
- Produces quality metrics on the SDLC process
- Ensures team software is High Quality

Str · Get Stuff Done

- Known for drama-free end-to-end delivery
- Jumps into team to help in delivery (including coding) when needed
- Delivers multiple projects in alignment with company practices and principles
- Leads delivery of major initiatives on time and on quality
- Able to build a technical-commercial offer with a rock-solid perimeter
- Over-delivers when possible
- Can handle up to 25 people without compromising on people development, quality and other core pillars
- Ability to plan and schedule demand, capacity, utilization and priorities across multiple teams

Wis · Impact

- Anticipates and manages user/customer expectations; avoids business impacts
- Sets direction at project/service level; consistently influences decision-making
- Addresses more problems (not just technical) than those that surface
- Understands company business scenario and context fully
- Partners effectively with product/customer to manage scope and deliverables
- Creates new leaders; creates long-term plans for teams
- Contributes to improving the company
- Deep knowledge and understanding of company's values, practices, priorities and strategy

Cha · Communication & Leadership

- Communicates with self-awareness
- Handles stressful and toxic environments with personal detachment; educates stakeholders; represents our values
- Proposes things in clear, structured written form focusing on goals and impacts
- Contributes to career development of others
- Excellent coaching skills recognized by team members
- Sets clear expectations; solicits, synthesizes and delivers feedback
- Creates growth paths for team members
- Pro-actively detects stakeholder dissatisfaction with effective steering actions
- Comfortable managing team members with different skill sets; always resolves conflicts
- Capable of running technical interviews and leading recruiting efforts

STAFF ENGINEER I

 Min Experience: 8Y

 Salary: 68K-86K + 12K retention pack

 Staff means acting on a large portion of the organization. This is NOT a pure architecture role.

Dex · Technical Skill

- Go-to expert on large portions of codebases, technologies and practices
- Able to discuss at the same level with tech-vendor engineering teams
- Capable of identifying and debugging the hairiest problems the team encounters
- Capable of designing end-to-end solutions with Enterprise-level integration and awareness
- Capable of acquiring new skills and methodologies required by the tech strategy and becoming a thought leader on them

Str · Get Stuff Done

- Consistently able to reduce the complexity of projects, services and processes — more done with less work
- Removes roadblocks for multiple projects/products
- Delivers contributions to multiple messy and ambiguous projects/products
- Able to act with full autonomy based on strategy (not a work plan)
- Able to be concrete in delivery based on context, goals and resources

Wis · Impact

- Has made a huge positive impact on the entire company's technical/business trajectory
- Identifies improvement tech areas for the organization
- Provides insightful contributions on multiple projects/products
- Takes hard decisions autonomously
- Cares about the efficiency of the company; introduces new practices, processes and standards
- Able to significantly impact pre-sales activities across several topics and disciplines
- Deeply influences company tech strategy
- Able to create thought leadership impact for the company
- Sets short to medium-term strategic technical direction (6-12 months ahead)
- Sought out for technical guidance; anticipates technical issues at product/project level
- Contributes to improving the company

Cha · Communication & Leadership

- Listens and guides debates to reach consensus; clearly communicates and backs decisions once made
- Always brings focus to the big picture
- Clearly communicates technical vision (writing and in person); helps teams and stakeholders follow it
- Proactively identifies lacks of clarity in the overall tech strategy and communicates them
- Intentionally, continuously and accidentally influences others through teaching and mentoring

SENIOR DELIVERY LEAD

 Min Experience: 8Y

 Salary: 68K-86K + 12K retention pack

 Up to 50 people

Senior Delivery Lead is as much a function of coordination and delivery — supervising multiple teams up to 50 people.

Dex · Technical Skill

- Able to identify areas of strategic technical debt and provide cost/benefit analysis with suggested timelines
- Deep knowledge of engineering management techniques and soft skills
- Deep knowledge and understanding of company's values, practices, priorities and strategy
- Produces quality metrics on the SDLC process
- Ensures team software is High Quality
- Designs KPIs and metrics to monitor efficiency and quality on organization, projects and customer satisfaction

Str · Get Stuff Done

- Jumps into team to help in delivery (including coding) when needed
- Delivers multiple projects in alignment with company practices
- Leads delivery of major initiatives on time and on quality
- Can handle up to 50 people without compromising on people development and quality
- Ability to plan and schedule demand, capacity, utilization and priorities across multiple teams
- Focused on and responsible for the productivity and collective impact
- Makes difficult decisions in a timely and effective manner
- Able to significantly impact pre-sales activities across several topics
- Defines, writes and communicates processes for teams

Wis · Impact

- Able to identify risks and opportunities on existing customers; shares with sales; supports pre-sales
- Proactively reports relevant outputs and outcomes to stakeholders in written form with proper context
- Cares about the efficiency of the company; collects metrics; introduces new practices, processes and standards
- Creates new leaders; creates long-term plans for teams
- Contributes to improving the company
- Make sure all teams respect and follow company processes

Cha · Communication & Leadership

- Sets clear expectations for team members; solicits, synthesizes and delivers feedback
- Creates growth paths for team members
- Masters leadership and communication skills
- Pro-actively detects stakeholder dissatisfaction with effective steering actions
- Comfortable managing team members with different skill sets; always resolves conflicts
- Able to lead recruiting efforts and determine headcount for teams
- Partners effectively with product/customer to manage scope and deliverables

STAFF ENGINEER II

 Min Experience: 12Y

 Salary: 80K+ + 12K retention pack

 Staff means acting on a large portion of the organization. This is NOT a pure architecture role.

Dex · Technical Skill

- Understands deeply the entire architecture and technology landscape for a major part of the business; can articulate scaling and reliability limits
- Deep knowledge regarding all the major topics managed by the company
- Able to design R&D efforts in alignment with tech company strategy
- Creates architecture that enables many potential futures without knowing exactly what the future is
- Able to create a technical innovation agenda aligned with company strategy
- Able to create and spread new practices/methodologies in alignment with company strategy

Str · Get Stuff Done

- Consistently delivers large systems involving multiple teams on time at a high level of quality
- Quickly breaks down complex problems into potential solutions, knowns and unknowns
- Achieves high results and outcomes with low effort, supported by deep and reusable knowledge
- Delivers R&D results that make the company advance significantly from a technology and practice standpoint
- Anticipates broad technical change; ensures AgileLab is always ahead of the curve

Wis · Impact

- Plays a key role in developing multi-year technology strategy for complete and critical areas of the business
- Decisions have a direct impact on the long-term success or failure of Agile Lab
- Primarily acts as a multiplier by building systems, tools, or introducing policies that raise productivity of the entire organization
- Identifies areas AgileLab can share effectively with the outside world; guides creation of content and communication
- Clearly understands customer priorities, even if not explicit, and plans accordingly
- Able to recognize and make trade-offs with respect to the whole system/organization/customer
- Able to frequently succeed in pre-sales across the entire spectrum of disciplines
- Contributes to improving the company

Cha · Communication & Leadership

- Leads conversations internally about the direction of major tech areas
- Drives wide-team consensus to the adoption of tech direction; uses this to inspire engineers
- Seen as a role model and mentor to every technical member of the team
- Communicates technical vision clearly (writing and in person)
- Contributes to improving the company

ENGINEERING DIRECTOR

 Min Experience: 12Y

 Salary: 80K+ + 12K retention pack

 Up to 200-300 people

Dex · Technical Skill

- Ensures organization has appropriately high technical competence; strives for excellence
- Researches new technologies and practices to stay ahead of industry trends
- Capable of triaging critical systems by asking the right questions
- Contributes to architecture by asking the right questions to ensure it matches business needs
- Deep understanding of the industry; stays up-to-date on latest developments
- Supports technical innovation; leads creation and enforcement of development standards as a sustainable competitive advantage
- Moves the company towards new skills and capabilities to create new market value in alignment with tech strategy

Str · Get Stuff Done

- Produces metrics about unit efficiency
- Develops and deploys new strategies for a high-velocity, high-performance development organization
- Able to supervise multiple Senior Delivery Leads; spreads processes, practices and quality up to 200-300 people
- Creates an organization that balances technical debt vs business goals
- Provides leadership to engineering managers; addresses technical, resource and personnel issues

Wis · Impact

- Participates in staff recruitment, performance assessments, training and career development
- Responsible for all headcount planning and personnel evolution for multiple engineering areas
- Manages vendor and external relationships; participates in budgeting process
- Creates and sustains high-functioning, motivated teams with clear vision aligned to company goals
- Takes difficult decisions aligned with overall financial and cultural goals
- Able to frequently succeed in pre-sales across the entire spectrum of disciplines and assets
- Contributes to improving the company

Cha · Communication & Leadership

- Proactively nurtures the talent of senior staff
- Builds and supports high-functioning, motivated teams
- Collaborates across functional areas to define, prioritize and implement innovations to improve technical functionality
- Communicates technical concepts to business stakeholders; translates business objectives to the technical team
- Leverages experience and strong communication skills to collaborate with all stakeholders (customers, senior management, business leaders)
- Sells Agile Lab and the organization to potential candidates; inspires recruits

CTO

 Min Experience: 15Y

 Salary: 100K+ + retention pack

Dex · Technical Skill

- Identifies technology strategic growth opportunities that enable Agile Lab to grow as a business
- Communicates multi-year technical strategy; leads the team in identifying further strategic areas for development
- Defines tech strategy for the entire company involving all relevant parties

Str · Get Stuff Done

- Setting Technical Direction
- Puts the S in GSD

Wis · Impact

- Tech & Architecture strategy for the entire company
- Architect and BU Lead intersection
- Contributes to improving the company: surveys, 360° reviews, handbook, community moments

Cha · Communication & Leadership

- Leads the team in identifying strategic areas for development
- Involves all relevant parties in defining tech strategy

VP OF ENGINEERING

 Min Experience: 15Y

 Salary: 100K+ + retention pack

Dex · Technical Skill

- Eventually contributes to architectural decisions with a focus on business needs; knows the right questions to ask
- Greatest technical strength is debugging organizations and processes
- Contributes to setting company-wide technical and business direction with deep understanding of market needs
- Capable of identifying business growth opportunities enabled by technologies or practices

Str · Get Stuff Done

- Setting Engineering Organizational Priority
- Actively identifies bottlenecks across the organization and works to remove them
- In partnership with the CTO, translates high-level strategic vision into a clear and actionable plan
- Puts the S in GSD
- Ensures that every member of the team understands and has bought in to the business goals
- Able to drive the entire consulting company from engineering, business and delivery standpoint

Wis · Impact

- Capable of creating and nurturing long-lasting relationships with customers
- Able to create huge positive impact on company revenues leveraging relationships, domain and technical knowledge
- Able to conduct pre-sales activities across the entire spectrum of disciplines and assets
- Identifies areas for process evolution or clarification; gathers stakeholders; creates and communicates strategy
- Contributes to improving the company

Cha · Communication & Leadership

- Figures out what the S is across the organization from the tech and business perspective
- Clearly articulates the personnel and cultural needs to move the engineering organization to the next level
- Communicates executive-level strategy; helps break down business directives into technology goals