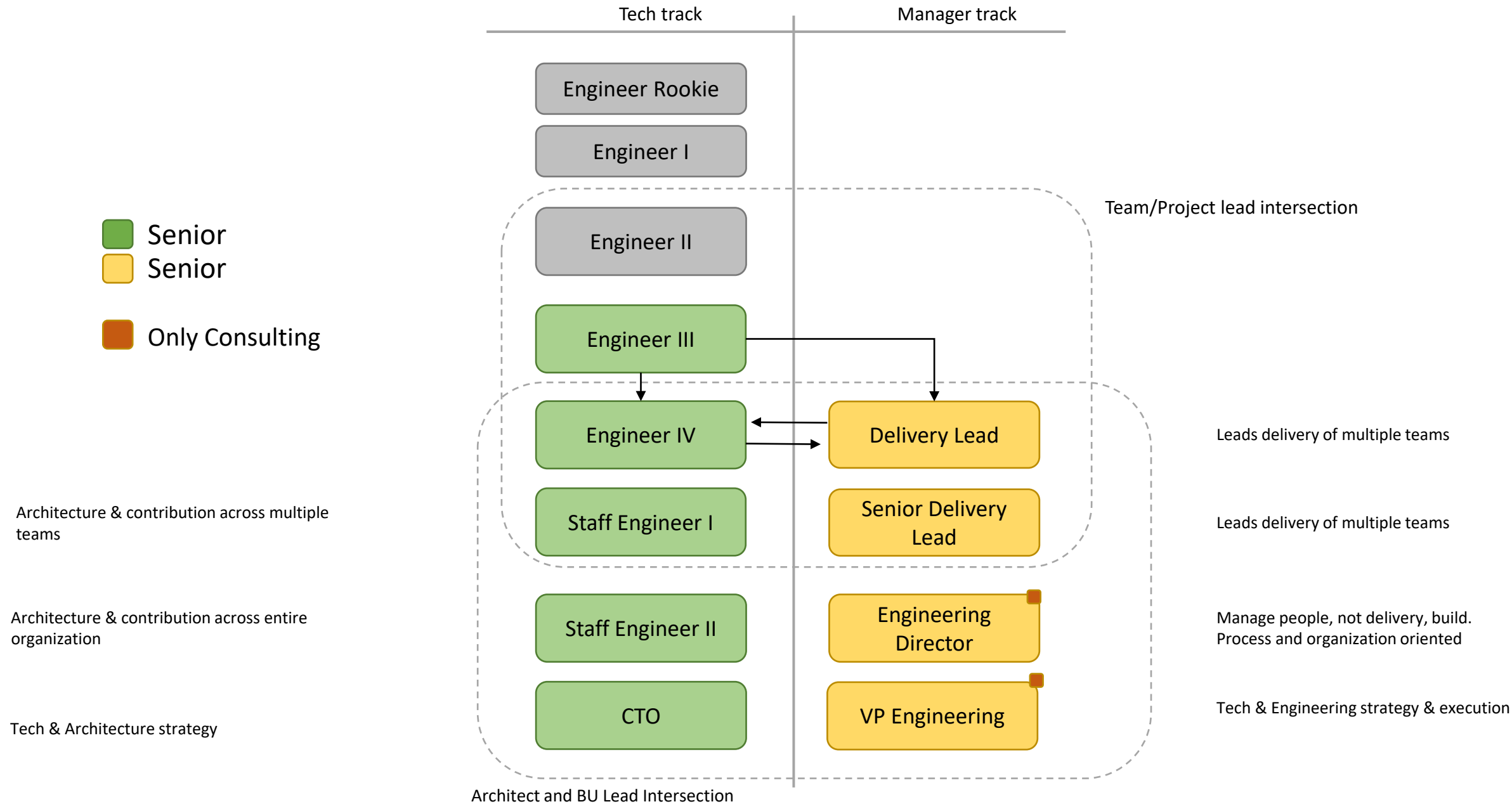


Engineering Ladder



How to read the Ladder

- Expectations at each level are cumulative
- Managers have the same expectations as individual contributors to the extent that they are doing individual work, in addition to manager-specific expectations
- Dex and Str (the «adder» attributes) are the primary drivers of promotions at lower levels. At higher levels, the importance gradually shifts to Wis and Cha (the «multiplier» attributes)
- Not everyone will progress in each column in lockstep. If you are Dex:6/Cha:3; you will not be stuck at L3, but you will likely not be promoted all the way L6
- In order to advance to the next level you need to consistently perform at that level for some time (6M – 1Y), except Engineer Rookie that could be very fast.
- Not possible to jump 2 levels in one
- In order to move from Engineer Rookie to Eng 1 the coach approval is sufficient.
- Each level has a minimum working experience requirement (years). Minimum working experience is just an hard gate. There are no upper limits in ladder levels, stuck forever in a level is possible.
- Retention Pack is a one shot payment delivered at 31/03 of each year. The employee as of 31/03 must still be within the company and employed for more than one year. Retention pack is only for employees (E1)
- Roles above Eng4 (Ex. Engineering Manager and Staff Engineers) must have E1 contract
- Each level has an intersection matrix with company roles
- A level with an * means that before being considered fully at that level there is some weakness to fix. The * can be assigned only after the hiring process, not during the normal evolution in the company
- After a level has been assigned during the hiring process, the next level must be demonstrated in the context of Agile Lab (no past experiences will be considered)

How to read the Ladder

Technical Levels and Specializations

Some levels have specific needs based on technical specialization. The ladder is applicable to the following macro-specializations:

- DE: Data Engineer: Build and industrialize Data Platforms or Data centric use cases
- DS: Data Scientist: Develop and operationalize ML based use cases, fitting them in a broader picture and ecosystem
- DA: Data Analyst: Perform ad-hoc analysis, reporting, dashboards and light data transformations / data modelling
- FS: Full Stack Engineer: Creates Microservices, API or end-to-end Web Applications.
- SRE: Site Reliability Engineer: Monitor, Automate and Manage infrastructures and applications

Cross-functionality is a valued principle. For example, an Engineer Level 3 may be evaluated across both DE and DA profiles, with appropriate weighting in the assessment.

On the **Product** side, expectations are aligned with those of technical roles at lower levels. However, for now, higher-level roles are not required and are reserved for consulting profiles only. (This will be reviewed in the future.)

Tech Skills Assessment

All capabilities in the tech skills section must be contextualized and weighted according to the specific tech profile.

For example, “**effective debugging techniques**” should reflect your ability to identify and resolve problems. This could apply to fixing a software bug, resolving overfitting in a machine learning model, or scaling a data pipeline.

Not all competencies must be demonstrated in the brag file—some will be evaluated during the committee review (e.g., “**industry trend awareness**”).

Values and Culture

- Alignment with company values and culture is a **prerequisite** for promotion at every level. This includes:
 - Practicing self-management, show up prepared and pro-active to improve the organization
 - Prioritizing participation in tactical and governance meetings.
 - Being timely in 360° reviews.
 - Conducting regular 1-on-1s.
 - Engaging in internal surveys.

At higher levels, these behaviors are even more critical to **set a positive example** and demonstrate **leadership by example**.

Post Recruiting

- Not possible to re-evaluate the result and ladder placement of the hiring process before 6 months
- After 6 months there is a formal ladder confirmation process where the candidate is not involved
 - The coach and the interviewer go through an assessment to re-evaluate the original ladder positioning. The following things can happen:
 - Ladder level confirmed: nothing changes and the candidate need to climb the ladder
 - Ladder level down-grade: the ladder level remains the same but with an *. In order to clear the *, the candidate need to wait the coach confirmation without doing a formal ladder climbing
 - Ladder level up-grade: New ladder level assigned and RAL adjusted if needed
 - In case of down-grade the coach and the interview need to explain clearly which are the points not matched on the ladder, providing clear direction and guidance on how to fix that. Remember the ladder level need to be fair for the community, at individual level you need to focus on the improvement journey
 - Is not possible to do a down-grade without previous negative feedbacks and coaching tips, along the 6 previous months coaching journey

Engineer Rookie (DE – DS)

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

Dex

Technical Skill

Broad knowledge of core computer science concepts or math modelling concepts.

Understands and adopts internal development workflow.

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

Str

Get Stuff Done

Develops their productivity skills by learning source control, editors, the build system, and other tools as well as testing and debugging best practices.

Wis

Impact

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, 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 1 (DE-DS-FS)

Minimum 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 the 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

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

Cha

Communication & Leadership

Effective in communicating status to the team

Provide feedbacks to improve the team routine

Raise problems in 1 o 1

Engineer 1 (SRE)

Minimum Experience: 6M
Salary: 26K-40K
Invoiced: 30K - 48K

Dex

Technical Skill

Knowledge of scripting languages such as Bash, Python, or Go for automation and system management

Good knowledge of operating systems (Linux/Unix) and networking

Design, implementation, and maintenance of basic CI/CD pipelines using tools like Jenkins, GitHub Actions, or GitLab CI

Familiarity with development tools and IaC (Infrastructure as Code) best practices

Familiarity with monitoring tools (e.g., Prometheus, Grafana, Nagios)

Ability to perform basic monitoring and debugging tasks in production environments

Documents operations and incidents clearly and follows company guidelines for best practices.

Str

Get Stuff Done

Capable of taking well-defined sub-tasks related to monitoring, alerting, system configuration, infrastructure and completing them.

Demonstrates consistency in adhering to incident management protocols and processes.

Participates in on-call rotations in medium-complex case, escalating issues appropriately.

Wis

Impact

Contributed on one to multiple data initiatives

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

Cha

Communication & Leadership

Effective in communicating status to the team

Provide feedbacks to improve the team routine

Raise problems in 1 o 1

Engineer 1 (DA)

Minimum 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 the target role (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

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

Cha

Communication & Leadership

Effective in communicating status to the team

Provide feedbacks to improve the team routine

Raise problems in 1 o 1

Engineer 2 (DE-FS)

Minimum Experience: 2Y

Salary: 38.5K-48.5K

Invoiced: 45.5K – 58.5K

Dex

Technical Skill

Writes correct and clean code with guidance in at least one object-oriented or functional programming language; consistently follows best practices

Good knowledge of software architecture design patterns

Participates in technical design (also at architectural level) with guidance

Rarely makes the same mistake twice

Demonstrate expertise in at least one framework (Ex. Spark, Flink, NodeJs, SpringBoot, etc.)

Str

Get Stuff Done

Makes steady progress on tasks; knows when to ask for help in order to get themselves unblocked

Able to own small-to-medium features from technical design through completion

Capable of prioritizing tasks; avoids getting caught up in unimportant details and endless discussions about trivial aspects

Wis

Impact

Self-sufficient in at least one large area of the codebase with a high-level understanding of other components

Capable of providing on-call support for their area including systems that they are not familiar with

Learns quickly and makes steady progress without the need for constant significant feedback from more senior engineers.

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

Cha

Communication & Leadership

Gives timely, helpful feedback to peers and managers

Communicates assumptions and gets clarification on tasks up front to minimize the need for rework

Provides estimates and stays accountable for them.

Solicits feedback from others and is eager to find ways to improve.

Understands how their work fits into the larger project and business scenario and identifies problems with requirements.

Understands and shares customer organization, business and needs, genuinely interested in functional aspects.

This is a big role, next step (Eng3) is "senior" level so soft skills and leaderships need to be there. It could require a bit of time to have them in place and demonstrated.

Engineer 2 (DS)

Minimum Experience: 2Y

Salary: 38.5K-48.5K

Invoiced: 45.5K – 58.5K

Dex

Technical Skill

Writes correct and well-structured data processing, training and evaluation pipelines; consistently follows stated best practices ; consistently follows best practices

Participates in technical design (also at architectural level) with guidance

Focus in attaining expertise in one or more areas (eg timeseries forecasting, computer vision, NLP, Gen-AI architectures, MLOps, etc.)

Rarely makes the same mistake twice

Demonstrate expertise in at least one framework (Ex. Pandas, Scikit, Haystack, etc.)

Str

Get Stuff Done

Makes steady progress on tasks; knows when to ask for help in order to get themselves unblocked

Able to own small-to-medium features from the technical design through completion. This includes problem framing, identification of suitable models and evaluation methodology.

Capable of prioritizing tasks; avoids getting caught up in unimportant details and endless discussions about trivial aspects

Wis

Impact

Self-sufficient in at least one large area of the codebase with a high-level understanding of other components

Capable of providing on-call support for their area including systems that they are not familiar with

Learns quickly and makes steady progress without the need for constant significant feedback from more senior engineers.

Deeply comprehend the business use case

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

Cha

Communication & Leadership

Gives timely, helpful feedback to peers and managers

Communicates assumptions and gets clarification on tasks up front to minimize the need for rework

Provides estimates and stays accountable for them.

Solicits feedback from others and is eager to find ways to improve.

Understands how their work fits into the larger project and business scenario and identifies problems with requirements.

Understands and shares customer organization, business and needs, genuinely interested in functional aspects.

This is a big role, next step (Eng3) is "senior" level so soft skills and leaderships need to be there. It could require a bit of time to have them in place. For DS, Business comprehension is becoming more and more relevant to move into Eng3

Engineer 2 (DA)

Minimum Experience: 2Y

Salary: 36K-48.5K

Invoiced: 42.5K – 58.5K

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

Rarely makes the same mistake twice

Knowledge of statistical analysis and hypothesis testing

Familiarity with ETL processes and data pipelines

Data Visualization best practices

Str

Get Stuff Done

Makes steady progress on tasks; knows when to ask for help in order to get themselves unblocked

Able to own small-to-medium features from technical design through completion

Capable of prioritizing tasks; avoids getting caught up in unimportant details and endless discussions about trivial aspects

Wis

Impact

Self-sufficient in generating ad-hoc analysis for decision support, working closely with business

Capable of providing on-call support for their area including systems that they are not familiar with

Learns quickly and makes steady progress without the need for constant significant feedback from more senior engineers.

Communicate findings and insights to non-technical stakeholders through clear storytelling

Ensure data quality and integrity across reports and analysis

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

Cha

Communication & Leadership

Gives timely, helpful feedback to peers and managers

Communicates assumptions and gets clarification on tasks up front to minimize the need for rework

Provides estimates and stays accountable for them.

Solicits feedback from others and is eager to find ways to improve.

Understands how their work fits in to the larger project and business scenario and identifies problems with requirements.

Understands and shares customer organization, business and needs, genuinely interested in functional aspects.

This is a big role, next step (Eng3) is "senior" level so soft skills and leaderships need to be there. It could require a bit of time to have them in place. For DA, Business comprehension is becoming more and more relevant to move into Eng3

Engineer 2 (SRE)

Minimum Experience: 2Y
Salary: 38.5K-48.5K
Invoiced: 45.5K – 58.5K

Dex

Technical Skill

Write correct and clean code with minimal guidance in at least two system (e.g., Bash, Python, Go, Terraform) for building tools or automating processes.

Understands system performance, scalability principles, microservices architecture; participates in design discussions.

Strong knowledge of monitoring and observability principles; configures and customizes dashboards and alerts.

Rarely makes the same mistake twice

Participates in incident response, performing root cause analysis, and documenting learnings.

Demonstrates expertise in at least one core SRE framework or tool (e.g., Kubernetes, Cloudera, Cloud Provider, Infrastructures).

Str

Get Stuff Done

Makes steady progress on tasks; knows when to ask for help in order to get unblocked.

Able to own small-to-medium features, from technical design through completion.

Proactively identifies bottlenecks or inefficiencies in infrastructure and suggests actionable improvements.

Capable of prioritizing tasks; avoids getting caught up in unimportant details and endless discussions about trivial aspects

Supports incident resolution autonomously for systems within their area of expertise and coordinates across teams when necessary.

Demonstrates self-sufficiency in conducting performance testing and identifying potential reliability risks.

Wis

Impact

Self-sufficient in at least one large area of the codebase with a high-level understanding of other components

Capable of providing on-call support for their area including systems that they are not familiar with

Learns quickly and makes steady progress without the need for constant significant feedback from more senior engineers.

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

Cha

Communication & Leadership

Gives timely, helpful feedback to peers and managers

Communicates assumptions and gets clarification on tasks up front to minimize the need for rework

Provides estimates and stays accountable for them.

Solicits feedback from others and is eager to find ways to improve.

Understands how their work fits in to the larger project and business scenario and identifies problems with requirements.

Understands and shares customer organization, business and needs, genuinely interested in functional aspects.

This is a big role, next step (Eng3) is "senior" level so soft skills and leaderships need to be there. It could require a bit of time to have them in place

Engineer 3 (DE-FS)

Senior starts here. ([ref](#))

Minimum Experience: 3Y

Salary: 48.5K-62K

Invoiced: 60K - 74K

Dex

Technical Skill

Understands and makes well-reasoned design decisions and trade-offs in their area; able to work in other areas (other projects) with guidance.

Crafts a software/system architecture with minimal supervision

Effective debugging techniques.

Demonstrates deep knowledge of industry trends

Demonstrates deep knowledge of our workflow and standards.

Excellent in at least three/four of our core technologies/frameworks and practices (in their reference stack DE-FS)

Advanced programming skills in one language and proficient in at least another one.

Makes active efforts to stay up-to-date (conferences, books, certifications, workshops, etc) leveraging all the possibilities the company provides.

Demonstrates deep knowledge of our organization and roles

Familiarity with the business domain within and around the assigned projects, products or services

Str

Get Stuff Done

Scopes and stages work into well-defined milestones to avoid a monolithic deliverable.

Persistent in the face of roadblocks; dispatches them efficiently, pulling in others as necessary. Requires minimal direction/oversight

Takes the initiative to fix issues before being assigned them. Seeks empirical evidence through proof of concepts, tests and external research

Provides reliable estimates, also in not-clear contexts, managerial and assumption-based approach

Delivers complex systems, well-baked and bug-free

Regularly delivers software on-time and is constantly working to make accurate estimates and deliver on those estimates.

Able to tackle performance issues at application, system or model level with full autonomy.

Always push and pretend maximum quality from the team, embracing Agile Lab best practices

Manage properly time, resources, scope, speed, quality based on the context (budget, skills, customer needs, etc.)

Wis

Impact

Able to autonomously manage and deliver projects of increasing complexity with end-to-end responsibility, possibly leading a project team (internal, external or mixed)

Looks at test cases and advises code/regression impact.

Fully understands the impact of their actions for the business of the Customer/Agile Lab

Care about customer/product success, identify and anticipate problems also at business level.

Partners with product/customer and drive requirements that take into account all parties' needs

Influencing, also at customer level, technical decisions

Clearly understand the overall project goals and create strategies to reach them.

Challenges the team and the organization processes, looking for ways to improve it

Provides contributions outside of their core area (circles, okr, etc)

Identifies the perimeter of the project/product and is not allowing the customer/stakeholder to manipulate it

Try to solve problems autonomously before raising them (also with stakeholders)

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

Cha

Communication & Leadership

Communicates technical decisions through design docs, wiki and talks

Clearly set and communicate Definition of Done for tasks

Able to Mentor junior engineers via pairing, design review, and code review. Tech mentorship

Contributes frequently to workshops and knowledge sharing events.

Communicates effectively cross functions; Internally (Engine, HR, Product, Sales, Marketing) and Externally (Customer multiple teams)

Manage customer/stakeholder expectations, able to balance yes/no based on the current context

Sets and communicates clear personal and team (if project leader) goals

Sets and sticks with communication standards and flows with the customer/stakeholder

Is actively learning how to handle difficult management situations

Proactively identifies problems with requirements (lack of clarity, inconsistencies, technical limitations, CR) and communicates these issues in a structured and clear way.

No empty complaints, always bringing solutions into the picture

Continuously nurture functional and practice knowledge in the team

Must be able to act as tech lead or project lead

Engineer 3 (DS)

Senior starts here. ([ref](#))

Minimum Experience: 3Y

Salary: 48.5K-62K

Invoiced: 60K - 74K

Dex

Technical Skill

Understands and makes well-reasoned design decisions and trade-offs in their area; able to work in other areas (other projects) with guidance.

Effective debugging techniques.

Demonstrates deep knowledge of industry trends

Demonstrates deep knowledge of our software development workflow and standards (handbook).

Excellent in at least three/four core technologies/frameworks and practices in their reference stack

Advanced programming skills in one language and proficient in at least another one.

Makes active efforts to stay up-to-date (conferences, books, certifications, workshops, papers, etc) leveraging all the possibilities the company provides.

Demonstrates deep knowledge of our organization and roles

Familiarity with the business domain within and around the assigned projects, products or services

Craft an end-to-end architecture (modeling approach, models, needed infrastructure, software) for a business use-case with minimal support

Str

Get Stuff Done

Scopes and stages work into well-defined milestones to avoid a monolithic deliverable.

Persistent in the face of roadblocks; dispatches them efficiently, pulling in others as necessary. Requires minimal direction/oversight

Takes the initiative to fix issues before being assigned them. Seeks empirical evidence through proof of concepts, tests and external research

Provides reliable estimates, also in not-clear contexts, managerial and assumption-based approach

Delivers complex systems, well-baked and bug-free

Regularly delivers software on-time and is constantly working to make accurate estimates and deliver on those estimates.

Able to tackle performance issues at application, system or model level with full autonomy.

Always push and pretend maximum quality from the team, embracing Agile Lab best practices

Manage properly time, resources, scope, speed, quality based on the context (budget, skills, customer needs, etc.)

Wis

Impact

Able to autonomously manage and deliver projects of increasing complexity with end-to-end responsibility, possibly leading a project team (internal, external or mixed)

Advise on testing data and model pipelines to simplify code and avoid regressions especially in high-impact areas.

Fully understands the impact of their actions for the business of the Customer/AgileLab

Care about customer/product success, identify and anticipate problems also at business level.

Partners with product/customer and drive requirements that take into account all parties' needs

Influencing, also at customer level, technical decisions

Clearly understand the overall project goals and create strategies to reach them.

Challenges the team and the organization processes, looking for ways to improve it

Provides contributions outside of their core area (circles, okr, etc)

Identifies the perimeter of the project/product and is not allowing the customer/stakeholder to manipulate it

Try to solve problems autonomously before raising them (also with stakeholders)

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

Cha

Communication & Leadership

Communicates technical decisions through design docs, wiki and talks

Clearly set and communicate Definition of Done for tasks

Mentors junior engineers via pairing, design review, and code review.

Contributes frequently to workshops and knowledge sharing events.

Communicates effectively cross functions; Internally (Engine, HR, Product, Sales, Marketing) and Externally (Customer multiple teams)

Manage customer/stakeholder expectations, able to balance yes/no based on the current context

Sets and communicates clear personal and team (if project leader) goals

Sets and sticks with communication standards and flows with the customer/stakeholder

Is actively learning how to handle difficult management situations

Proactively identifies problems with requirements (lack of clarity, inconsistencies, technical limitations, CR) and communicates these issues in a structured and clear way.

No empty complaints, always bringing solutions into the picture

Continuously nurture functional and practice knowledge in the team

Must be able to act as tech lead or project lead

Engineer 3 (DA)

Senior starts here. ([ref](#))

Minimum Experience: 3Y
Salary: 47.5K-60.5K
Invoiced: 60K - 74K

Dex

Technical Skill

Advanced SQL skills, data manipulation and optimization

Proficiency in programming languages such as Python or R for data manipulation, analysis, and automation of tasks

Effective debugging techniques.

Demonstrates deep knowledge of industry trends

Demonstrates deep knowledge of our workflow and standards.

Ability to perform advanced statistical analysis and forecasting

Makes active efforts to stay up-to-date (conferences, books, certifications, workshops, etc) leveraging all the possibilities the company provides.

Demonstrates deep knowledge of our organization and roles

Familiarity with the business domain within and around the assigned projects, products or services

Str

Get Stuff Done

Scopes and stages work into well-defined milestones to avoid a monolithic deliverable.

Persistent in the face of roadblocks; dispatches them efficiently, pulling in others as necessary. Requires minimal direction/oversight

Takes the initiative to fix issues before being assigned them. Seeks empirical evidence through proof of concepts, tests and external research

Provides reliable estimates, also in not-clear contexts, managerial and assumption-based approach

Delivers complex systems, well-baked and bug-free

Regularly delivers software on-time and is constantly working to make accurate estimates and deliver on those estimates.

Able to tackle performance issues at application, system or model level with full autonomy.

Always push and pretend maximum quality from the team, embracing Agile Lab best practices

Manage properly time, resources, scope, speed, quality based on the context (budget, skills, customer needs, etc.)

Wis

Impact

Able to autonomously manage and deliver projects of increasing complexity with end-to-end responsibility, possibly leading a project team (internal, external or mixed)

Looks at test cases and automation

Fully understands the impact of their actions for the business of the Customer/AgileLab

Care about customer/product success, contribute to the development of business strategy by providing actionable, data-backed insights.

Partners with product/customer and drive requirements that take into account all parties' needs, defining and measuring KPI and business metrics

Proactively identify areas for improvement in business processes through data-driven insights.

Identifies problems/risks of own work and others.

Challenges the team and the organization processes, looking for ways to improve it

Provides contributions outside of their core area (circles, okr, etc)

Identifies the perimeter of the project/product and is not allowing the customer/stakeholder to manipulate it

Try to solve problems autonomously before raising them (also with stakeholders)

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

Cha

Communication & Leadership

Communicates technical decisions through design docs, wiki and talks

Clearly set and communicate Definition of Done for tasks

Mentors junior engineers , offering best practices for data analysis, visualization, ad storytelling

Contributes frequently to workshops and knowledge sharing events.

Communicates effectively cross functions; Internally (Engine, HR, Product, Sales, Marketing) and Externally (Customer multiple teams)

Manage customer/stakeholder expectations, able to balance yes/no based on the current context

Sets and communicates clear personal and team (if project leader) goals

Sets and sticks with communication standards and flows with the customer/stakeholder

Is actively learning how to handle difficult management situations

Proactively identifies problems with requirements (lack of clarity, inconsistencies, technical limitations, CR) and communicates these issues in a structured and clear way.

No empty complaints, always bringing solutions into the picture

Continuously nurture functional and practice knowledge in the team

Must be able to act as tech lead or project lead

Engineer 3 (SRE)

Senior starts here. ([ref](#))

Minimum 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 organization-wide strategies for observability.

Demonstrates advanced debugging techniques across complex systems and environments.

Proficient in several programming languages for infrastructure automation and systems design.

Excellent in at least three/four of our core technologies/frameworks and practices

Crafts effective incident response strategies, including automating recovery and designing post-incident reviews.

Leads capacity planning and cost optimization discussions across teams.

Demonstrates deep knowledge of our workflow and standards.

Stays up-to-date with industry trends, tools, and methodologies (attending conferences, certifications, workshops).

Str

Get Stuff Done

Scopes and stages work into well defined milestones to avoid a monolithic deliverable.

Persistent in the face of roadblocks; dispatches them efficiently, pulling in others as necessary. Requires minimal direction/oversight

Takes ownership of critical incidents, including performing root cause analysis and implementing systemic fixes to prevent recurrence.

Regularly delivers robust, scalable, and well-documented automation or tooling solutions that have a measurable impact on team efficiency or system reliability.

Provides reliable estimates and strategic planning for infrastructure or reliability-focused projects, even in ambiguous or complex contexts.

Consistently identifies and addresses technical debt or architectural weaknesses in infrastructure systems.

Pushes the team towards adopting best practices in observability, incident management, and infrastructure design, aligning with company standards.

Manage properly time, resources, scope, speed, quality based on the context (budget, skills, customer needs, etc.)

Wis

Impact

Able to autonomously manage and deliver projects of increasing complexity with end-to-end responsibility, possibly leading a project team (internal, external or mixed)

Looks at test cases and advises code/regression impact.

Fully understands the impact of their actions for the business of the Customer/AgileLab

Care about customer/product success, identify and anticipate problems also at business level.

Partners with product/customer and drive requirements that take into account all parties' needs

Influencing, also at customer level, technical decisions

Clearly understand the overall project goals and create strategies to reach them.

Challenges the team and the organization processes, looking for ways to improve it

Provides contributions outside of their core area (circles, okr, etc)

Identifies the perimeter of the project/product and is not allowing the customer/stakeholder to manipulate it

Try to solve problems autonomously before raising them (also with stakeholders)

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

Cha

Communication & Leadership

Communicates technical decisions through design docs, wiki and talks

Clearly set and communicate Definition of Done for tasks

Mentors junior engineers via pairing, design review, and code review.

Contributes frequently to workshops and knowledge sharing events.

Communicates effectively cross functions; Internally (Engine, HR, Product, Sales, Marketing) and Externally (Customer multiple teams)

Manage customer/stakeholder expectations, able to balance yes/no based on the current context

Sets and communicates clear personal and team (if project leader) goals

Sets and sticks with communication standards and flows with the customer/stakeholder

Is actively learning how to handle difficult management situations

Proactively identifies problems with requirements (lack of clarity, inconsistencies, technical limitations, CR) and communicates these issues in a structured and clear way.

No empty complaints, always bringing solutions into the picture

Continuously nurture functional and practice knowledge in the team

Must be able to act as tech lead or project lead

Delivery Lead

Minimum Experience: 6Y

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

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

Dex

Technical Skill

Researches and proposes new technologies.

Doesn't require tech supervision.

Deep knowledge of the business domain within and around the assigned projects, products, or services

Able to frame an effective technical pre-sales proposal

Produces quality metrics on the SDLC process

Deep knowledge and understanding of company's values, practices, priorities and strategy

Ensures team software is High Quality

Ability to plan and schedule demand, capacity, utilization, and priorities across multiple teams

Str

Get Stuff Done

Known for drama-free end-to-end delivery

If needed, jumps into a team to help in delivery (also with coding)

Deliver multiple projects in alignment with company's practices and principles

Leads delivery of major initiatives on time and on quality

Able to build a technical-commercial offer, defining a rock-solid perimeter

Over-delivers when it possible

Can handle up to 25 people without folding on people development, quality and other core pillars

Wis

Impact

Anticipate and manage user/customer expectations avoiding business impacts.

Sets direction at the project/service level and consistently influences decision-making at tech/business level

Capable to run technical interviews and hire A-people

Address more problems (not technical) than those that surface.

Behave fully understanding the company business scenario and context (customer relationship, priorities, etc)

Able to lead recruiting efforts and determine headcount for their teams

Partners effectively with product/customer to manage scope and deliverables for product/project roadmap

Create new leaders, creating long-term plans for its teams

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

Cha

Communication & Leadership

Communicates with self-awareness

Capable to handle stressful and toxic environments with personal detachment, educating the stakeholders and representing our values

When proposes something at any level, is doing in a clear and structured way, in written form and focusing on goals and impacts

Contributes to the career development of others

Excellent coaching skills recognized by team members

Sets clear expectations for team members; solicits, synthesizes and delivers feedback.

Creates growth paths for the team members

Pro-actively detect stakeholder dissatisfaction with effective comprehension of the situation and steering actions

Comfortable managing team members with different skill sets and technical areas of focus. Always solving conflicts.

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

Engineer 4

Minimum Experience: 6Y

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

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

Dex

Technical Skill

Go-to expert in multiple technologies/frameworks and master the overall system architecture

Excellent in most of our core technologies and practices

Researches and proposes new technologies/methodologies.

Doesn't require any tech supervision.

Proactively detects in advance performance bottlenecks in complex systems

Deep knowledge of the business domain within and around the assigned projects, products, or services

Able to frame an effective technical pre-sales proposal

A record of creating sweeping improvements in stability, performance, and scalability across major business-critical systems

Str

Get Stuff Done

Known for drama-free end-to-end delivery

Can stick with long lasting commitment

Owns the technical testing and performance plan for their projects

Can jump into an old project/product and fix it without problems

Jumps into most of problems (tech & biz) and resolves them.

Over-delivers when it possible

Wis

Impact

Takes initiative to identify and solve important problems, coordinating with others on cross-cutting technical issues.

Anticipate and manage user/customer expectations avoiding business impacts.

Sets direction at the project/service level and consistently influences decision-making at tech/business level

Identifies and proactively tackles technical debt before it grows into debt that requires significant up-front work to resolve

Provides technical advice and weighs in on technical decisions that impact other teams or the company at large.

Capable to run technical interviews and hire A-people

Address more problems (not technical) than those that surface.

Behave fully understanding the company business scenario and context (customer relationship, priorities, etc)

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

Cha

Communication & Leadership

Makes others better through code reviews, thorough documentation, technical guidance, and mentoring or serving as a Project Lead on a project.

Communicates with self-awareness

Capable to handle stressful and toxic environments with personal detachment, educating the stakeholders and representing our values

When proposes something at any level, is doing in a clear and structured way, in written form and focusing on goals and impacts

Provides feedback on projects outside of their core area

Understands the tradeoffs between technical, analytical and product/customer needs and leads to solutions that take all of these needs into account.

Identifies and proposes strategies around technical problems affecting their team, communicates standards and gets buy-in on solutions

Contributes to the career development of others

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

Senior Delivery Lead

Minimum Experience: 8Y

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

Dex

Technical Skill

Produces quality metrics on the SDLC process

Deep knowledge and understanding of company's values, practices, priorities and strategy

Ensures team software is High Quality

Design KPIs and metrics to monitor efficiency and quality on organization, projects and customer satisfaction

Deep knowledge and culture in engineering management techniques and soft skills

Ability to plan and schedule demand, capacity, utilization, and priorities across multiple teams

Str

Get Stuff Done

If needed, jumps into a team to help in delivery (also with coding)

Deliver multiple projects in alignment with company's practices and principles

Leads delivery of major initiatives on time and on quality

Can handle up to 50 people without folding on people development, quality and other core pillars

Wis

Impact

Able to lead recruiting efforts and determine headcount for their teams

Partners effectively with product/customer to manage scope and deliverables for product/project roadmap

Focused on and responsible for the productivity and collective impact

Care about the efficiency of the company, collecting metrics, introducing new practices , processes and standards

Create new leaders, creating long-term plans for its teams

Make difficult decisions in a timely and effective manner

Able to significantly impact pre-sales activities across several topics

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

Cha

Communication & Leadership

Sets clear expectations for team members; solicits, synthesizes and delivers feedback.

Creates growth paths for the team members

Define, write and communicate processes for its teams

Master leadership and communication skills

Able to identify areas of strategic technical debt and provide cost/benefit analysis for eliminating this debt and suggested timelines for how to prioritize it.

Able to identify risks and opportunities on existing customers and share them with sales department. Supports sales with presales activities

Pro-actively detect stakeholder dissatisfaction with effective comprehension of the situation and steering actions

Comfortable managing team members with different skill sets and technical areas of focus. Always solving conflicts.

Make sure all the teams respect and follow company processes

Proactively report relevant outputs and outcomes to the stakeholders, in written form and with proper context

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

Staff Engineer 1

Minimum Experience: 8Y

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

Dex

Technical Skill

Sought out for technical guidance and seen as a resource by others; anticipates technical issues at the product/project level and makes architectural and design decisions to avoid them.

Go-to-expert on large portions of our codebases, technologies and practices

Able to discuss at the same level with tech-vendor engineering teams.

Capable of identifying and debugging the hairiest problems that the team encounters

Capable of designing and end to end solution with Enterprise level integration and awareness

Capable to acquire new skills and methodologies required by the tech strategy and become a thought leader on them

Str

Get Stuff Done

Consistently able to reduce the complexity of projects, services, and processes in order to get more done with less work.

Remove roadblocks for multiple projects/products

Deliver contributions to multiple messy and ambiguous projects/products

Able to act with full autonomy based on a strategy and not on 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

Provide insightful contributions on multiple projects/products

Take hard decisions autonomously

Care about the efficiency of the company, introducing new practices , processes and standards

Able to significantly impact pre-sales activities across several topics and disciplines

Deeply Influence company tech strategy

Able to create thought leadership impact for the company

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

Cha

Communication & Leadership

Listens and guides debates to help reach a consensus; once a decision is made, clearly communicates and backs that decision.

Bring always the focus on the big-picture

Sets short to medium-term strategic technical or operative direction, able to look ahead 6-12 months and identify the areas of greatest need and create plans to improve them.

Clearly communicates its technical vision, both writing and in person, and help teams and stakeholders to follow it

Proactively identifies lacks of clarity in the overall tech strategy and communicates them properly.

Intentional, continuous and accidental influence others through teaching and mentoring

Staff means that act on a large portion of the organization. This is not a pure architecture role

Engineering Director

Minimum Experience: 12Y

Salary: 80K+ and 12K retention pack

Dex

Technical Skill

Ensures their organization has appropriately high technical competence and strives for excellence

Researches new technologies and practices to stay ahead of industry trends and standards.

Capable of jumping triaging critical systems as needed by asking the right questions.

Contributes to architecture by asking the right questions to ensure architecture matches business needs for the area

Produce metrics about unit efficiency

Deep understanding of the industry where the company operates, and should be able to stay up-to-date on the latest developments and trends

Str

Get Stuff Done

Develops and deploys new strategies for building a high velocity, high performance development organization in line with our emerging customer needs.

Supports technical innovation and leads the creation, continual refinement, and active enforcement of our development standards in order to ensure that our technology can be leveraged as a sustainable competitive advantage.

Participates in staff recruitment, performance assessments, training, and career development. Responsible for all headcount planning and personnel evolution for multiple areas of the engineering organization.

As necessary, the director manages vendor and external relationships for their organization, and participates in the budgeting process

Wis

Impact

Provides leadership to engineering managers, addresses technical, resource and personnel issues.

Proactively nurtures the talent of the senior staff in their areas.

Move the company towards new skills and capabilities to create new value on the market in alignment with tech strategy

Builds and supports high functioning, motivated teams, creating clear vision in alignment with company goals

Creates an Organization that is results oriented and understands how to balance technical debt vs business goals.

Able to take difficult decisions that align with the overall financial and cultural goals of the company.

Able to frequently succeed in pre-sales activities across the entire spectrum of disciplines and assets in the company

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

Cha

Communication & Leadership

Collaborates across functional areas to define, prioritize and ensure implementation of specific innovations to improve technical functionality in support of business needs, efficiencies and revenue.

Able to communicate technical concepts to business stakeholders as well as communicate business objectives to the technical team.

Leverages past experience and uses strong communication skills to collaborate effectively with all stakeholders including customers, senior management and other business leaders.

Sells Agile Lab as a company and their organization as a team to potential candidates. Inspires potential recruits to join the company.

Able to supervise multiple Senior Delivery Lead and spread processes, practices and quality up to 200-300 people

Staff Engineer 2

Minimum Experience: 12Y

Salary: 80K+ and 12K retention pack

Dex

Technical Skill

Anticipates broad technical change and ensures AgileLab is always ahead of the curve.

Able to recognize and make trade-offs with respect to the whole system/organization/customer

Understands deeply the entire architecture and technology landscape for a major part of our business and is able to articulate clearly the scaling and reliability limits of them.

Deep knowledge regarding all the major topics managed by the company

Able to design R&D efforts in alignment with tech company strategy

Str

Get Stuff Done

Consistently delivers large systems involving also multiple teams' contribution on time at a high level of quality

Quickly breaks down complex problems into potential solutions, knowns, and unknowns, in order to get to solid resolutions faster

Achieve high results and outcomes with low effort, because supported by deep and reusable knowledge.

Deliver R&D results making the company advance significantly from a technological and practice standpoint

Clearly understand customer priorities, even if not explicit, and plan accordingly

Wis

Impact

Plays a key role in developing multi-year technology strategy for complete and critical areas of the business that encompass multiple systems and teams

Decisions have a direct impact on the long-term success or failure of Agile Lab.

Creates architecture that enables many potential futures without knowing exactly what the future is

Able to create a technical innovation agenda in alignment with the company strategy

Able to create and spread new practices/methodologies in alignment with the company strategy

Able to frequently succeed in pre-sales activities across the entire spectrum of disciplines and assets in the company

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

Cha

Communication & Leadership

Primarily acts as a multiplier by building systems, authoring tools, or introducing policies or patterns that raise the level of productivity of the entire organization.

Identifies areas that Agile Lab can share effectively with the outside world and guides the creation of content and communication around these areas

Leads the conversations internally about the direction of major areas of the technology, drives wide-team consensus to the adoption of this direction, and uses this direction to inspire engineers

Seen as a role model and mentor to every technical member of the team.

Staff means that act on a large portion of the organization. This is not a pure architecture role

VP of Engineering

Minimum Experience: 15Y

Salary: 100K+ and retention pack

Dex

Technical Skill

Eventually contributes to architectural decisions with a focus on the business needs, knows the right questions to ask to help the team get to the right decision

Greatest technical strength is debugging organizations and processes

Contribute setting Company-wide technical and business direction with deep understanding of the market needs

Setting Engineering Organizational Priority

Str

Get Stuff Done

Figures out what the S is across the organization from the tech and business perspective

In partnership with the CTO, and other business stakeholders, translates the high-level strategic vision into a clear and actionable plan

Puts the S in GSD

Wis

Impact

Actively identifies bottlenecks across the organization and works to remove them

Capable of identifying business growth opportunities enabled by technologies or practices and executing against those opportunities

Capable of creating and nurturing long-lasting relationships with customers

Able to create huge positive impact on company revenues leveraging customer relationships, domain and technical knowledge across multiple disciplines

Able to conduct pre-sales activities across the entire spectrum of disciplines and assets in the company

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

Cha

Communication & Leadership

Ensures that every member of the team understands the business goals and has bought in to these goals

Identifies areas for process evolution or clarification, gathers the stakeholders and creates and communicates the strategy for resolving these issues

Clearly articulates the needs from a personnel and cultural standpoint that will move the engineering organization to the next level

Communicates executive-level strategy and helps break down business directives into technology goals

Able to drive the entire consulting company from engineering, business and delivery standpoint

CTO

Minimum Experience: 15Y

Salary: 100K+ and retention pack

Dex

Technical Skill

Setting Technical Direction

Str

Get Stuff Done

Puts the S in GSD

Define tech strategy for the entire company involving all the relevant parties

Wis

Impact

Identifies technology strategic growth opportunities that enable Agile Lab to grow as a business

Contribute to improve the company participating in surveys, 360° reviews, handbook and community moments (hola, company meetings, OKR, etc.)

Cha

Communication & Leadership

Communicates multi-year technical strategy and leads the team in identifying further strategic areas for development.