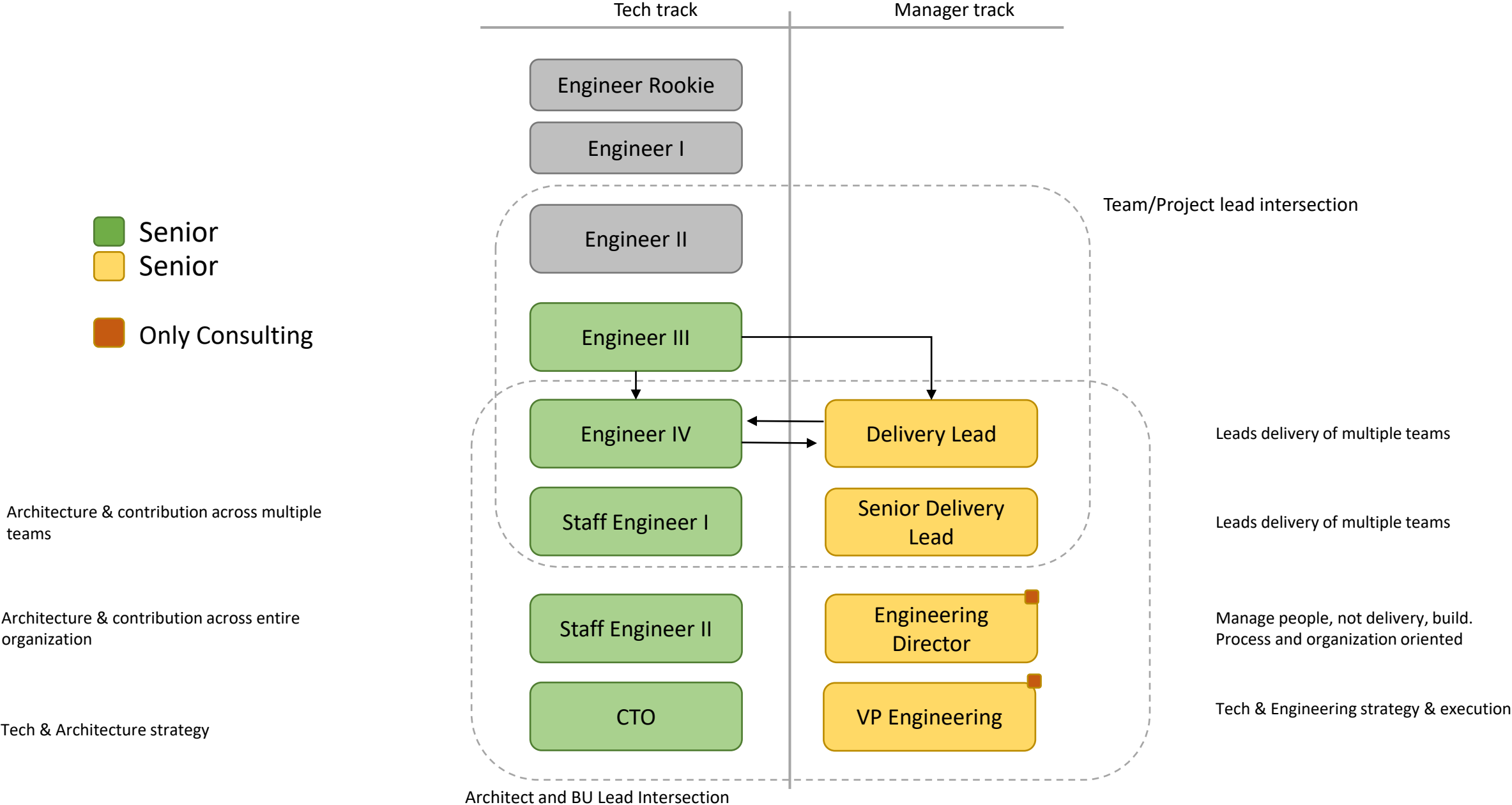


# Career Ladder



# Engineer Rookie DE-DS

Minimum Experience: 0Y

Salary: 30K-33K

## Dex

Technical Skill

- Broad knowledge of core computer science 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

- Ability to balance need for help and autonomy to make things go ahead at the right pace

## 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

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

## Cha

Communication & Leadership

- Effective in communicating status to the team
- Provide feedbacks to improve the team routine
- Raise problems in 1 o 1

# Engineer I - 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

## Cha

### Communication & Leadership

- Effective in communicating status to the team
- Provide feedbacks to improve the team routine
- Raise problems in 1 o 1

# Engineer I - 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 ( 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

## 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

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.

## 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.

## 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.**

# Engineer 2 DS

Minimum Experience: 2Y

Salary: 38.5K-48.5K

Invoiced: 45.5K – 58.5K

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

## 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**

## 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.**

# Engineer 2 DA

Minimum Experience: 2Y

Salary: 36K-48.5K

Invoiced: 42.5K – 58.5K

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

## 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

## 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.**



# Engineer 2 SRE

Minimum Experience: 2Y

Salary: 38.5K-48.5K

Invoiced: 45.5K – 58.5K

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

## 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.

## 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.**

# Engineer III DE-FS

Minimum Experience: 3Y

Salary: 47.5K-60.5K

Invoiced: 60K - 74K

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

Must be able to act as tech lead or project lead

## 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 )

## 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

# Engineer III DS

Minimum Experience: 3Y

Salary: 47.5K-60.5K

Invoiced: 60K - 74K

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

Must be able to act as tech lead or project lead

## 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 workflow and standards.**
- **Excellent in at least three/four of our 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, 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 )

## 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

# Engineer III DA

Minimum Experience: 3Y

Salary: 47.5K-60.5K

Invoiced: 60K - 74K

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

Must be able to act as tech lead or project lead

## 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 )

## 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

# Engineer III SRE

Minimum Experience: 3Y

Salary: 47.5K-60.5K

Invoiced: 60K - 74K

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

Must be able to act as tech lead or project lead

## 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 )**

## 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

# Delivery Lead

Minimum Experience: 6Y

Salary: 60K-76K and 4K bonus pack

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

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** 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

## 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.**

# Engineer IV

Minimum Experience: 6Y

Salary: 60K-76K and 4K bonus pack

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

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

## 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**
- **Owens 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 )

## 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**

# Senior delivery Lead

Minimum Experience: 10Y

Salary: 67K-86K and 12K bonus pack

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

## 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

## 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**



# Staff Engineer I

Minimum Experience: 10Y

Salary: 67K-86K and 12K bonus pack

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

## 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**

## 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

# Engineering Director

Minimum Experience: 12Y

Salary: 80K+ and 12K bonus pack

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

## 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

## 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.**

# Staff Engineer II

Minimum Experience: 12Y

Salary: 80K+ and 12K bonus pack

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

## 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**

## 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.**

# VP of Engineering

Minimum Experience: 15Y

Salary: 100K+ and bonus pack

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

## 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

## 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

# CTO

Minimum Experience: 15Y

Salary: 100K+ and bonus 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

## Cha

Communication & Leadership

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