

Engineering levels



ENGINEER I

Almost all work is assigned by **Epic Project** Lead or Product Manager.

PEOPLE AND TEAM, TOOLS AND PROCESSES

The expectation is that substantial communication and iteration occur before code is merged.

JUDGMENT, DELIVERY

Is not responsible for major system features or functionality at an architectural level. Fixes bugs, makes modifications, and implements features concretely defined by stories.

CONTENT, DELIVERY

Basic language features are mastered, but advanced concepts may not be.

TOOLS AND PROCESSES

May require assistance following patterns defined in existing codebase.

TOOLS AND PROCESSES, JUDGMENT

Follows priorities set by Coach, **Epic Project** Lead, or Product Manager, generally focusing on and completing a single task before moving on.

JUDGMENT

Can articulate the context of their current **story task**.

SOLUTION SEEKING

Domain knowledge is limited to a small number of services and systems.

CONTENT

Improves technical skills and processes to be more efficient completing tasks

DRIVE TO GROW

Engineering levels



ENGINEER II

~~Work is reviewed.~~ Expectation is that work occasionally needs changes in architecture, design, or implementation, but that they seek review at the right time.

PEOPLE AND TEAM, JUDGMENT, DELIVERY

Follows established patterns and approaches within existing code bases with ease.

Sometimes establishes new patterns within a smaller scope with guidance of a coach or mentor.

TOOLS AND PROCESSES

Works mostly on clearly defined and scoped individual features or problems. Doesn't often plan next steps or resolve how to deal with unknowns by themselves.

CONTENT, JUDGMENT, DELIVERY

~~Has started taking ownership over different parts of the system. e.g., Rails App, Viz, Mobile, Poll Renderer, Apps.~~ Has started taking ownership of services/components within the system. e.g. Activity editing, Reporting, Billing, Viz, Presenter App, Poll Renderer, Cutlass, Firehose.

CONTENT

Prioritizes own time to deliver at or above expectations on more than one objective. Occasionally struggles with juggling their primary work with ongoing commitments and responsibilities.

JUDGMENT, DELIVERY

Can articulate the context of the current ~~sprint~~ vertical slice.

SOLUTION SEEKING

Has participated in many parts of delivering ~~an epic~~ a project (architecture, planning, ~~shaping~~, communication, documentation, metrics, and execution). Can take many features from concept to shipping with some guidance.

SOLUTION SEEKING, CONTENT, DELIVERY

Knowledgeable about several services and systems.

CONTENT

Iterates on process, improves technical skills, and deliberately practices clear communication to improve delivery of a project

DRIVE TO GROW

Engineering levels



ENGINEER III

Establishes and documents patterns and common approaches within code bases. Where possible, automates enforcement.

TOOLS AND PROCESSES

~~Junior programmers~~ Other engineers request their feedback as a trusted expert.

CONTENT, JUDGMENT

~~Owner of many services within the system. e.g., Rails App, Viz, Mobile, Poll Renderer, Apps.~~ Owner of many services/components within the system. e.g. Activity editing, Reporting, Billing, Viz, Presenter App, Poll Renderer, Cutlass.

CONTENT

Prioritizes own time to deliver at or above expectations on more than one objective. Incorporates ongoing commitments and responsibilities alongside primary project. Focuses on the most important details ~~and minimizes bikeshedding~~.

JUDGMENT, DELIVERY

Consistently participates in all parts of delivering ~~an epic~~ a project including architecture, ~~project~~ planning, ~~shaping~~, communication, documentation, metrics, and execution. Considered essential to the project's success. Fully capable of taking substantial features from concept to shipping.

SOLUTION SEEKING, CONTENT, DELIVERY

User oriented. Understands implications of work across functions and how it affects the user. Collaborates with other functions to deliver on these goals.

SOLUTION SEEKING, DELIVERY, TOOLS AND PROCESSES

Continuously invests in personal development and brings knowledge to the rest of the team (e.g., reading books, blogs, papers, attending conferences, or participating in open source software.)

DRIVE TO GROW

Can articulate the context of the current ~~epic~~ project.

SOLUTION SEEKING, JUDGMENT

Knowledgeable about internal workings of most services and systems.

CONTENT

Drives process changes, mentors others on technical skills, and actively requests feedback in clarifying their communication to improve delivery of a 6-week project.

DRIVE TO GROW

Engineering levels



ENGINEER IV (~~None at PE yet~~)

Fully capable of driving technical design, owning, and running entirely new ~~epies~~ projects from scratch, especially when given a goal but little other direction.

SOLUTION SEEKING, CONTENT, JUDGMENT

Able to step back and see the system as a whole in order to question existing assumptions and follow through on execution to drastically simplify or improve the design.

SOLUTION SEEKING, DRIVE TO GROW, JUDGMENT

Plugged into the community so as to be able to recognize and judge the state of the art, incorporating what will benefit PE.

DRIVE TO GROW, TOOLS AND PROCESSES, JUDGMENT

Pushes the whole organization forward regularly in collective understanding of technology or tools that solve our problems elegantly.

SOLUTION SEEKING

Acts as a force multiplier across the ~~Product~~ organization by making entire teams operate more efficiently.

DRIVE TO GROW, JUDGMENT, PEOPLE AND TEAM

Can articulate the context of all running projects and the implications for future work and our future product offering.

SOLUTION SEEKING, CONTENT, JUDGMENT

Can explain in great technical detail how all aspects of the Poll Everywhere system works.

CONTENT

Solves systemic problems by driving process change, sets standards and vision for what great technical skills look like, and incorporates feedback in clarifying communication to improve outcomes for entire teams or departments.

DRIVE TO GROW