Software Engineer Progression Framework

	Software Engineer I	Software Engineer II	Software Engineer III	Software Engineer IV
Subject Area	Productive Team Member	Productive & Consistent Team Member	Productive, Consistent & Independent Team Member	Productive, Consistent & Independent Leader
	Basic Expectations (applies to all)			
conduct	adheres to our code of conduct			
knowledge	demonstrates strong fundamental coding abilities and knowledge			
alignment	follows standard engineering division procedures, such as naming conventions, code reviews, writing documentation, testing software changes, writing tests, etc.			
readiness	writes production quality software			
flexibility	works on front-end and back-end tasks as needed			
engagement	surfaces defects or potential improvement in the sprint backlog			
conscientious	protects the data security and privacy of our organization and customers			
team work	works collaboratively with product and design team members, especially when providing feedback and in sharing knowledge			
rituals	is on time for and actively participates in team rituals such as sprint planning, refinement, stand-ups, and retros			
task management	is proactive about moving, updating, and commenting on assigned tasks			
purpose	strives to do what is necessary over what may be considered more interesting			
	Capabilities			
readiness	can achieve most tasks available in a sprint depending on task complexity	can achieve any tasks available in a sprint	can achieve any tasks available in a sprint	can achieve any tasks in a sprint
architecture	able to implement our architecture best practices recommended by others	able to implement our architecture best practices recommended by others or by their initiative	able to implement our architecture best practices	able to implement our architecture best practices and advise others regularly on appropriate architectural decisions. Assists in the documentation of our architecture best practices.
code review quality	when performing code reviews, may benefit from having an additional reviewer also look at PRs	when performing code reviews, may benefit from having an additional reviewer also look at PRs	performs code reviews independently at a high level of quality	performs code reviews independently at a high level of quality, regularly assists other reviewers in achieving thorough reviews
rework	may significantly rework a pull request based on feedback from reviewers	may rework a pull request based on feedback from reviewers	typically makes small changes to pull requests based on feedback from reviewers	typically makes small changes to pull requests based on feedback from reviewers
consistency	achieves a modest velocity, typically experiences significant variance from sprint to sprint	achieves a good velocity, typically experiences small variance from sprint to sprint	achieves a good velocity, usually experiences little variance from sprint to sprint	works productively; does not always work within the Sprint-task framework
outages	usually not assigned to diagnose an ongoing outage or disruptions	sometimes assigned to diagnose an ongoing outage or disruptions	ready to diagnose an ongoing outage or disruptions	ready to diagnose an ongoing outage or disruptions
root cause analysis	unlikely to document a root cause	unlikely to document a root cause	writes root cause analysis reports as needed	writes root cause analysis reports as needed
hot fixes	usually not assigned to an urgent hotfix	sometimes assigned to an urgent hotfix	ready to handle an urgent hotfix	ready to handle an urgent hotfix
	Knowledge			
logging	may lack familiarity with effective logging and log querying	has a basic understanding of logging and log querying	adept with useful logging and log querying	adept with useful logging and log querying
profiling	may lack familiarity with tools for software profiling	has a basic knowledge of tools for software profiling	adept in software profiling	proficient in software profiling, advises on the use of these tools
performance measurement	may lack familiarity with tools for software performance measurement	has a basic understanding of tools for software performance measurement	proficient in tools for software performance measurement	adept in tools for software performance measurement, advises on the use of these tools

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research	not expected to research or advise on software platforms significantly	not expected to research or advise on software platforms significantly	may research or advise on software platforms	researches and advise on software platforms when necessary
mastery	spends a small percentage of time achieving mastery of primary language and frameworks	spends a small percentage of time achieving mastery of primary language and frameworks	spends a small percentage of time achieving learning the latest features of primary language and features	spends a small percentage of time achieving learning the latest features of primary language and features, advises on the adoption of new features
familiarity	has made significant contributions on at least one product	has made significant contributions at least two products	has made significant contributions at least four products	has made significant contributions at least eight products
	Service to Product Team			
task estimation	can provide estimates of most sprint-tasks depending on task complexity	can provide estimates of any sprint-tasks	can provide estimates of any sprint-tasks, can break sprint tasks down into more granular tasks as needed	can provide estimates of any sprint-tasks, can break sprint tasks down into more granular tasks as needed
epic estimation	does not advise on epic level estimation	does not advise on epic level estimation	advises on epic level estimates, may assist in helping to define the scope of an epic	advises on near and long-term epic level estimates may help define the scope of an epic.
investigations	able to perform defect or feasibility investigations depending on the complexity	able to perform defect or feasibility investigations	able to perform defect or feasibility investigations	able to perform defect or feasibility investigations
tech debt advocacy	does not advise on the business value of tech debt	does not advise on the business value of tech debt	may advise on the business value of tech debt	may advise on the business value of tech debt
product management	does not serve as a product manager for technical projects	does not serve as a product manager for technical projects	does not serve as a product manager for technical projects	may function as a product manager for technical projects
	DevOps			
team membership	does not participate in the DevOps rotation	may participate in the DevOps rotation	may participate in the DevOps rotation	must participate in the DevOps rotation
continous integration	not expected to work on deployment, build, or code analysis systems	may work on deployment, build, or code analysis systems	works on deployment, build or code analysis systems as needed	works on deployment, build or code analysis systems as needed
	Leadership			
hiring	does not participate in the evaluation of potential candidates	does not participate in the evaluation of potential candidates	participates in all stages of the evaluation of potential candidates	participates in all stages of the evaluation of potential candidates
scrum master	does not act as a scrum-master	may act as a scrum-master	may act as a scrum master	may act as a scrum master
tech lead	does not serve as a tech-lead	does not serve as a tech-lead	may serve as a tech lead	may serve as a tech lead
review mediation	does not mediate code review conflicts	does not mediate code review conflicts	may mediate code review conflicts	may mediate code review conflicts
architecture review	does not perform software architecture reviews	does not perform software architecture reviews	may perform software architecture reviews	may perform software architecture reviews
all team presenter	does not present work at all-team events	may present work at all-team events	may present work at all-team events	may present work at all-team events
external representation	does not represent the division in external events	may represent the division in external events	may represent the division in external events	may represent the division in external events