

Job title	Data Scientist I	Data Scientist II	Senior Data Scientist	Principal Data Scientist
Job level	L1	L2	L3	L4
Technical Knowledge	Demonstrated <i>basic</i> level of general programming skills . Is able to program sufficiently well to create simple scripts that perform basic data analysis and machine learning tasks.	Demonstrated <i>basic</i> level of general programming skills and <i>basic</i> knowledge of one of the key technology stacks . Shows good understanding of technical designs.	Demonstrated <i>intermediate</i> level of general programming skills and intermediate knowledge of one of the key technology stacks . Contributed to several technical designs of data analysis or machine learning projects.	Demonstrated at least <i>intermediate</i> level of general programming skills and <i>intermediate</i> knowledge of one of the key technology stacks . Authored several technical designs of data analysis or machine learning projects.
Machine Learning	Demonstrated knowledge of <i>basic core ML skills</i> .	Demonstrated knowledge of at least some <i>intermediate</i> level core ML skills . Proven record of production quality ML coding.	Demonstrated knowledge of <i>advanced core ML skills</i> recognized throughout the company. Launched at least one successful application with major ML capabilities.	Expert in a few <i>advanced core ML skills</i> recognized beyond the company. Launched a few applications with major ML capabilities.
Software Development Standards and Processes	Delivers features up to spec ensuring all acceptance criteria are satisfied. Has basic familiarity with SDLC and scrum methodology. Actively participates in refinements, technical reviews, and code reviews.	Consistently follows all engineering standards adopted by the team. Pays attention to code and product quality. Ensures all his modules have robust logging, monitoring, and error handling. Understands SDLC phases, scrum, and release processes. Runs refinements, technical reviews, and other team meetings.	Team guardian of engineering standards, code and product quality. Ensures the whole system/product has robust logging, monitoring, and error handling. Ensures the team has well-defined SDLC and release processes. Ensures these processes are followed.	Defines standards, teaches others, advocates adoption across and beyond the company.
Experience and Impact	Has at least university level experience in either applied mathematics or software development. Needs guidance and oversight.	Had meaningful contributions to several smaller or one long running project. Has several product launches under his belt (could be different versions of the same product). Works with little or no guidance and oversight. Delivers on time and with high quality.	Had key contributions to several projects. Launched several products. Works independently. Ensures realistic yet ambitious delivery timelines. Is responsible for timely releases. Drives improvements in productivity.	Had key contributions to several large projects. Played active role in strategical decisions at project level. Launched commercial products.
Knowledge Sharing [1]	Participates in workshops, training, conferences (both in and outside the company) in any of the key technologies. Follows the news and key influencers in these fields. Shares his knowledge with the team.	Shares his knowledge in presentations within the company. Presents at meet-ups at local levels.	Presents at conferences at local and national level. Publishes regularly on technical blogs. Organizes and actively participates in company knowledge sharing initiatives.	Has publications in recognized professional magazines or websites. Is instrumental in building company's image in the area of practical applications of Machine Learning and Artificial Intelligence. Has authored or had major contributions to a widely adopted data science-related framework or library.
Leadership and Teamwork	Helps other engineers.	Proactively helps other engineers. Shows initiative. Does whatever it takes to do the job.	Guides and mentors engineers with lower seniority levels. May have served as a Data Science Lead on a project.	Guides and mentors engineers with lower seniority level. Served successfully as Data Science or Tech Lead on several projects.
Innovation	Recognizes that innovation is the key to our success.	Introduced new algorithms, process improvements, organizational or business innovations (new product or service idea).	Consistently recognizes pain points where improvements can be introduced and finds ways of implementing them in practice. Came up with several innovative ideas which subsequently have been implemented (technology, process, organization or business).	Created several technical, process, organizational or business innovations with significant impact on performance of company processes, financial standing or business position.
Business Awareness		Understands business target and roadmap of the project. Understands how the app/system is used and what value it brings to the user.	Takes part in customer meetings, learns what customers say, draws conclusions, and translates them into solutions. Has good knowledge of the competition. Knows the differences between them and our product.	Recognized business opportunities and delivered solutions, products, or services which have been positively accepted by customers.

[1] This category is aspirational. That is where we want to be. Until the company provides adequate support for the engineers to achieve these goals the criteria will not be applied in level setting or performance evaluations.