

Title	Software Engineer I	Software Engineer II	Senior Software Engineer	Principal Software Engineer
Level	L1	L2	L3	L4
Level Guidelines				
	Writes quality code. Quickly adopts team coding standard and adheres to them. Understands Code Quality & QA metrics. Monitors the metrics he is directly responsible for and ensures they improve or stay high. Delivers on par with other L1 SEs.	Keeps up with technology. Solid knowledge of cloud infrastructure. Contributes to coding standards. Contributes to raising Code Quality and Quality Ratings. Delivers on par with other L2 SEs.	Recognized for technical & coding excellence. Leader of coding standards. Responsible for Code Quality & Team Quality Ratings. Responsible for Maintainability and Testability. Works closely with QA.	Ensures uniform company-wide coding standards. Responsible for Code Quality & QA metrics at the company level. Overall impact and responsibilities at the company level.
Technical Knowledge				
Programming skills	Demonstrated basic level of <i>general programming skills</i> and basic knowledge of one of the <i>key technology stacks</i> .	Demonstrated intermediate level of <i>general programming skills</i> and intermediate knowledge of one of the <i>key technology stacks</i> .	Demonstrated advanced level of <i>general programming skills</i> and advanced knowledge of one of the <i>key technology stacks</i> .	Recognized as a company expert in one of the key technology stacks.
Programming skills			Demonstrated at least basic level of knowledge in at least one <i>other technology stack</i> .	Demonstrated advanced level of knowledge in one other <i>technology stack</i> with at least one product shipped in that technology.
Technical designs	Showed good understanding of technical designs / product architectures.	Contributed to several technical designs / product architectures.	Authored numerous technical designs and at least one complex design; the designs were adopted and released in production.	Ensured that all projects have adequate technical designs.
Technical infrastructure		Either did or is capable of setting up and deploying a build to given specifications.	Worked with DevOps to ensure that all builds are optimal and satisfy data volume and performance requirements.	
Quality				
Code Quality Metrics - defining	Showed understanding, interest and concern about Code Quality Metrics and Quality Gates used in the project.	Contributed to creation and updates of Code Quality Metrics and Quality Gates.	Ensured establishment of Code Quality Metrics and Quality Gates.	Ensured establishment of Code Quality Metrics and Quality Gates across the company.
Code Quality Metrics - monitoring	Consistently monitored Code Quality Metrics directly responsible for. Ensured they improved or stayed above established thresholds.	Used Code Quality Metrics for self-improvement.	Ensured the Code Quality Metrics and Quality Gates improved significantly or consistently stayed high.	Monitored the Code Quality Metrics and Quality Gates for all projects. Ensured that the low ones were adequately addressed.
Code maintainability				
Code Reviews	Regularly performed code reviews.	Recognized by teammates for thorough and valuable code reviews.		
Product Quality Metrics - defining	Showed understanding, interest and concern about Quality Ratings, Quality Metrics and QA Effectiveness Metrics used in the project.	Contributed to creation and updates of Quality Ratings, Quality Metrics and QA Effectiveness Metrics.	Ensured establishment of Quality Ratings, Quality Metrics and QA Effectiveness Metrics in the project.	Ensured that all projects have established well calibrated Quality Ratings, Quality Metrics and QA Effectiveness Metrics.
Product Quality Metrics - monitoring	Consistently monitored Product Quality Metrics and QA Effectiveness Metrics directly responsible for.	Used Product Quality Metrics and QA Effectiveness Metrics for self-improvement.	Monitored Quality Ratings, Quality Metrics and QA Effectiveness Metrics and used them to drive significant quality improvements.	Monitored Quality Ratings, Quality Metrics and QA Effectiveness Metrics across all projects. Ensured that the lowest ones were adequately addressed.
Software Development Standards and Processes				
Standards & processes - adherence	Consistently followed all SE standards and processes adopted by the team.		Ensured that all SE standards and processes were followed by the team.	Ensured uniform and comprehensive SE standards and process across the company.
Standards & processes - establishment		Contributed to creation or improvements of SE standards and processes.	Ensured that comprehensive SE standards and processes are in place (i.e. written, published, organized).	Ensured that comprehensive SE standards and processes are in place across the company.
Adherence to specs	Delivered features up to spec ensuring all acceptance criteria were satisfied.	Contributed to feature specs and acceptance criteria to ensure high use case coverage.		
Meetings	Actively participated in team meetings related to Sprint planning and technical problems (e.g. refinements, retrospectives, bug triages, technical reviews).		Lead team meetings related to Sprint planning and technical problems (e.g. refinements, retrospectives, bug triages, technical reviews).	

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Cross-team collaboration			Ensured that engineering processes are well integrated with processes of other development teams (e.g. QA, support).	
Experience and impact				
Experience		Had meaningful contributions to several smaller or one long running project.	Had key contributions to several projects (including open source). Launched several products.	Had key contributions to several large projects. Launched several commercially successful products. Played active role in strategic decisions at project level
Independence		Worked with little or no guidance and oversight.	Worked independently.	
Delivery - volume	Executed on par with his peers.	TODO: Add SE Team Ratings when they are ready	TODO: Add SE Team Ratings when they are ready	TODO: Add SE Team Ratings when they are ready
Delivery - time	Delivered on time.	Shared responsibility for timely releases.		
Impact on quality		Contributed to raising (or maintaining high) QA Ratings and Product Quality Ratings.	Had significant contributions to raising (or maintaining high) QA Ratings and Product Quality Ratings.	Ensured that all products developed in the company have Product Quality Rating at least C. The ones at C have been significantly improving.
Productivity improvements	Introduced improvements that increased his own productivity.	Introduced improvements that increased productivity of others.	Identified issues impairing team productivity and found ways to fix them.	Identified issues impairing productivity and ensured they had been fixed.
Leadership and Teamwork				
Team relations	Recognized by the team as a valuable team member.	Has proven record of caring for the team's success.	Recognized by teammates for his leadership. Ensured all personal conflicts within the team have been successfully resolved.	Widely recognized as company leader who cares for the people.
Team success	TODO			
Helping others	Commended by others who reached out to him for help.	Noticed when others needed help and proactively helped them.	Guided and mentored SEs with lower seniority level. Helped them grow professionally.	Guided and mentored others (not only SE).
Attitude		Recognized by teammates for positive 'can do' attitude.		Known for 'nothing is impossible' attitude.
Knowledge sharing				
	Increased his knowledge in the field of software development using external sources (i.e. not just 'on the job'). Shared his learnings with the team.		Evangelised SE best practices across the entire development team.	Evangelised SE best practices company-wide.
				Built company's image as the first class innovative software company.
				SE expert recognized outside of the company.
Business & Customer Awareness				
		Consistently strived to get good understanding of proposed new features - what problems they aimed to solve. Proposed comprehensive and possibly simple solutions.	Showed good understanding of proposed new features and customer problems they aimed to solve. Ensured that implemented solutions addressed them in a comprehensive yet possibly simplest way.	Took part in customer meetings and made sure that their major requirements have been properly addressed.

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			<p>Proactively learned about new customers coming onboard and made sure their requirements and expectations were reflected in technical designs and development planning.</p>	
EXTRA CREDITS				