	Scope	Junior Eng	Mid Level Eng	Senior Engineer	Staff Engineer	Senior Staff Eng	Principal Eng	Distinguished Eng		
	Scope	Executes assigned tasks	Execute features with the help of the team, can break them in tasks	Help facilitate development, execute strategic features and projects as migrations or designs	Is comfortable with ambiguity, runs projects that span more than two teams, can lead high impact changes for tech and business	Create and runs projects and initiatives that impact a large number or all teams	Owns company wide vision and objectives, facilitates the engineering chapter day to day, leads onboarding and engineering	Recognised name that influences a community or project outside of the company. Reference on a study field, creates patents and is sought after for strategic decisions		
							TLM		**CTO**	
			Tech Manager	Eng Manager	**Sr Eng Manager**	Director of Eng	Sr Dir Eng	Vp of Eng		
	Scope		Manages a team with well defined scope, is the entry level for engineers that are learning to manage.	Manages a team with bigger scope and complexity, sometimes manages more than one tech lead.	Builds and scale teams, manages engineering managers and tech leads, influences teams and process not her own. Helps HR and the company run important processes as performance cycle and	Larger company and product scope (full products) with engineering managers and other disciplines as analytics, designers and product managers if needed. Influences and helps with f non-engineering owned processes that benefit the whole company.	Support managers and sometimes directors and owns concerns as building a career ladder or support a technology of choice along with other engineers. Can run a reorg outside of her team.	Support directors, is accountable to the board or executive team on activities that serves the whole company. Owns a budget, can run reorgs in and outside the team, is accountable for business units success.		

Each level has 3 or 4 steps (completion)

Performance is not the same as level

You can switch back and forth to both sides (pendulum)

TLM - Tech lead managers can only manage up to 4 senior+ contributors