

Skills Proficiency Levels - Technical skills

Proficiency levels	Technical Expertise	Task Complexity	Key Tasks	Supervision Required	Recommendations on experience levels
N/A	—	—	—	—	—
1	—	—	Understand the basics by completion of beginner level class room courses or self-learning, etc.	Yes - Very high (to learn further)	Up to 3 months
2	Very Low	Very Low	Understand some intermediate/advanced concepts and application of the same in simple hands-on projects or PoC	Yes - High (to perform most of the tasks)	3 - 6 months
3	Low	Low	Able to do part of duties related to code, configure, and troubleshoot	Yes - High (to perform some tasks)	6 months - 2 years
4	Medium	Medium	Able to do most of the duties related code, configure, and troubleshoot	Yes - Low (to perform some complex tasks)	2 - 5 years
5	High	Medium - High	Able to do all tasks independently, and able to design solutions to functional and non-functional requirements	No	5 - 8 years
6	Subject Matter Expert (SME)	High	Able to design business unit / competency-level technology solutions / architecture and is capable of grooming juniors	No	8 - 12 years
7	Influencer	Very High	Able to influence enterprise-level technology strategy and roadmap, and capable of grooming juniors along with managing multiple projects	No	12+ years