Generic Android Application Developer Career Track

Because a dream team is one in which *all* of your colleagues are extraordinary at what they do and highly effective working together.

> 🥷 **Fluency** (**Professional**): typical level of a professional, You **know** all of the key aspects of your job and you can execute them efficiently and without assistance.
>
> **Mastery** (**Master**): understanding your field, craft, or skill so well that there is virtually nothing you can't do.
>
> **Know**: can name, explain, and demonstrate.
>
> **Live NISC's Shared Values:** All NISC employees at all grades must consistently demonstrate NISC's Shared Values; **Empowerment, Innovation, Integrity, Personal Development, Relationships, and Teamwork.**
>
> **Get work assigned done:** All NISC employees at all grades must consistently get assigned work done.
>
> **Lead and drive results:** Needs clarification?
>
> 📄 Promotion Principles

Developer I is-a non-professional developer 📄 Software Developer → Professional Application Developer 📄 Software Developer II 2+ years time in grade (2+ years total NISC)

GOAL: Become a Professional Application Developer

1. Achieve fluency in all key technical aspects of assigned Application Development
   a. Know the programming languages
   b. Know the frameworks (native & 3rd party)
   c. Know the design patterns (global & custom)
      i. Head First Design Patterns (Book)
   d. Know software development
      i. Clean Code (Book)
      ii. SOLID
      iii. DRY
      iv. YAGNI
      v. KISS
2. **Live NISC's Shared Values**
3. **Get assigned work done**

The goal of the Developer I grade is to become a Professional Application Developer @ NISC. The Developer I should focus their professional development time, increasing their fluency in all key technical aspects of their assigned Application Development. **When a Developer I knows all of the key aspects of their assigned Application Development and can execute them efficiently and without assistance, and gets their work done in accordance with NISC's Shared Values**, they will be promoted to Developer II and begin the next step of achieving fluency in their domain.

Congratulations!

Application Development: Understanding → **Fluency**

Domain Knowledge: Understanding

Leadership: Understanding

Mentoring: Understanding

Software Ecosystem: Understanding

Shared Values: Understanding → **Fluency**

Developer II is-a Professional Application Developer 📄 Software Developer II → Professional Domain Application Developer 📄 Software Developer III | 2+ years time in grade (4+ years total NISC)

The goal of the Developer II grade is to become a professional in their assigned

Application Development: **Fluency**

GOAL: Become a Professional Domain Application Developer

1. Achieve fluency in all key business aspects of assigned Domain
   a. Know how the software works technically
   b. Know how to use the software
   c. Know admin for the software
2. Maintain application development fluency
3. Mentor those pursuing application development fluency
4. **Live NISC's Shared Values**
5. **Get assigned work done**

Domain. The Developer II should focus their professional development time increasing their fluency in all key business aspects of their assigned *Domain*. **When a Developer II knows all of the key aspects of their assigned *Domain* and can execute them efficiently and without assistance, and gets their work done in accordance with NISC's Shared Values,** they will be promoted to Developer III and begin the next step of leading and driving results, achieving fluency in the NISC software ecosystem, and/or mastering Domain Application Development.

Congratulations!

Domain Knowledge: Understanding → **Fluency**

Leadership: Understanding

Mentoring: Understanding+

Software Ecosystem: Understanding+

Shared Values: **Fluency**

ℹ️ Developer III is where the technical path and the leadership path diverge under normal circumstances

- Developer III (is-a Professional Domain Application Developer) →
- Developer III (is-a Professional Domain Application Developer) → Leader of Domain Application Development
- Developer III (is-a Professional Domain Application Developer) → EcoSystem Professional
- Developer III (is-a Professional Domain Application Developer) → Master Domain Application Developer

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Developer III is-a Professional Domain Application Developer 🗈 Software Developer III

GOAL: Provide consistent value to the cross-functional team

1. Maintain profession fluency
2. Maintain domain fluency
3. Mentor those pursuing fluency in profession & domain
4. **Live NISC's Shared Values**
5. **Lead and drive results**

The goal of the Developer III grade is to demonstrate, apply, and increase fluency of domain & application to lead and drive the results of the team. This Developer III should focus their professional development time on anything that maintains or improves their ability to provide value and drive results. This Developer III is satisfied being a professional in domain and application and leading and driving the results of the team.

Application Development: **Fluency**

Domain Knowledge: **Fluency**

Leadership: Understanding+

Mentoring: Understanding+

Software Ecosystem: Understanding+

Shared Values: **Fluency**

Developer III is-a Professional Operations Application Developer 🗈 Software Developer III → Leader of Domain Application Development | 2+ years time in grade (6+ years total NISC)

GOAL: Become a professional leader and mentor (Leadership Pipeline?)

1. Achieve fluency in leadership and mentoring
   a. Know Leadership Pipeline
   b. Leadership Mentoring Program
2. Maintain profession fluency
3. Maintain domain fluency

The goal of the Developer III grade is to demonstrate, apply, and maintain fluency of domain & application to lead and drive the results of the team. This Developer III should focus their professional development time increasing their fluency in mentoring developers and other members of the cross-functional team, removing blockers to progress, building relationships, and driving the results of the

Application Development: **Fluency**

Domain Knowledge: **Fluency**

Leadership: Understanding → **Fluency**

Mentoring: Understanding → **Fluency**

Software Ecosystem: Understanding+

Shared Values: **Fluent → Mastery**

4. Mentor those pursuing fluency in profession & domain
5. **Promote NISC's Shared Values**
6. **Lead and drive results**

cross-functional team. **When this Developer III knows the Leadership Pipeline and can explain it efficiently and without assistance, and leads and drives results in accordance with NISC's Shared Values,** they can be moved to the beginning of the Leadership Pipeline.

Congratulations!

Developer III is-a Professional AppSuite Operations Application Developer 🗒 Software Developer III → EcoSystem Professional 🗒 Software Engineer | 2+ years time in grade (6+ years NISC)

GOAL: Become a professional in the NISC software ecosystem (breadth)

1. Achieve fluency in the NISC software ecosystem
   a. TBD
   b. TBD
2. Maintain profession fluency
3. Maintain domain fluency
4. Mentor those pursuing fluency in profession & domain
5. **Live NISC's Shared Values**
6. **Lead and drive results**

The goal of the Developer III grade is to demonstrate, apply, and maintain fluency of domain & application to lead and drive the results of the team. This Developer III should focus their professional development time extending their technical fluency to the software ecosystem @ NISC. **When this Developer III knows all of the key aspects of the NISC software ecosystem and can execute them efficiently and without assistance, and leads and drives results in accordance with NISC's Shared Values,** they can, with special sponsorship, coordination, and care, be promoted to Software Engineer.

Congratulations!

Application Development: **Fluency**

Domain Knowledge: **Fluency**

Leadership: Understanding+

Mentoring: Understanding → **Fluency**

Software Ecosystem: Understanding → **Fluency**

Shared Values: **Fluency**

Developer III is-a Professional AppSuite Operations Application Developer 🗒 Software Developer III → Master Domain Application Developer 🗒 Software Engineer | 2+ years time in grade (6+ years NISC)

GOAL: Achieve mastery in all aspects of Android Application Development (depth)

1. Achieve mastery in all key technical aspects of assigned Domain Application Development
2. Maintain profession fluency
3. Maintain domain fluency
4. Mentor those pursuing fluency in profession & domain
5. **Live NISC's Shared Values**
6. **Lead and drive results**

The goal of the Developer III grade is to demonstrate, apply, and maintain fluency of domain & application to lead and drive the results of the team. This Developer III should focus their professional development time, developing their mastery in all key technical aspects of their assigned Domain Application Development. **When this Developer III has developed mastery of the key aspects of their Domain Application Development and understand their field, craft, or skill so well that there is virtually nothing you can't do, and leads and drives results in accordance with NISC's Shared Values,** they can, with

Application Development: **Fluency** → **Mastery**

Domain Knowledge: **Fluency**

Leadership: Understanding+

Mentoring: Understanding → **Fluency**

Software Ecosystem: Understanding+

Shared Values: **Fluency**

special sponsorship, coordination, and care, be promoted to Software Engineer.

Congratulations!

> ℹ️ End Developer III

> ℹ️ Engineer

Software Engineer (is-a EcoSystem Professional) → Master the Universe | 2+ years time in grade (8+ years NISC)

GOAL: Apply your application, domain, and ecosystem fluency to the NISC team

1. Maintain profession mastery
2. Maintain domain mastery
3. Maintain ecosystem fluency
4. Mentor those mastering profession & domain & ecosystem
5. **Live NISC's Shared Values**
6. **Lead and drive results @ NISC**

The goal of the Engineer is to demonstrate, apply, and increase fluency in the NISC ecosystem to lead and drive results @ NISC.

Application Development: **Fluency**

Domain Knowledge: **Fluency**

Leadership: Understanding+

Mentoring: **Fluency**

Software Ecosystem: **Fluency**

Shared Values: **Fluency**

Software Engineer (is-a Master Domain Application Developer) → Master the Universe | 2+ years time in grade (8+ years NISC)

GOAL: Apply your application and domain mastery to the NISC team

1. Maintain profession mastery
2. Maintain domain mastery
3. Mentor those mastering profession & domain & ecosystem
4. **Live NISC's Shared Values**
5. **Lead and drive results @ NISC**

The goal of the Engineer is to demonstrate, apply, and increase mastery of profession, domain, and to lead and drive results @ NISC.

Application Development: **Mastery**

Domain Knowledge: **Fluency**

Leadership: Understanding+

Mentoring: **Fluency**

Software Ecosystem: Understanding+

Shared Values: **Fluency**

> ℹ️ Engineer

Senior Software Engineer (is-a Master of the Universe) | By Appointment Only

1. Complete assigned duties as required
2. **Live NISC's Shared Values**
3. **Lead and drive results @ NISC**

Promotion to this grade is by appointment only and requires special sponsorship, coordination, and care to achieve.

Congratulations!

Software Architect (is-a Master of the Space Time Continuum) | By Appointment Only

1. Complete assigned duties as required
2. **Live NISC's Shared Values**
3. **Lead and drive results @ NISC**

Promotion to this grade is by appointment only and requires special sponsorship, coordination, and care to achieve.

Congratulations!