

Breakdown of Senior/Middle/Junior by capability category

Technical Skill	Capability Outline	Evaluation Level		
		Senior	Middle	Junior
		<ul style="list-style-type: none">•Familiar with status of all assigned titles and able to be completely entrusted with an area of expertise.•Familiar with characteristics of resources and task status inside and outside the company, and able to take effective action and communicate when necessary.•Able to identify the fundamental cause when a problem occurs and determine the overall solution direction.	<ul style="list-style-type: none">•Able to be entrusted with all tasks in an area of expertise in an assigned title (events, campaigns, etc).•Able to divide given mission in appropriate tasks and divide those tasks among Junior employees according to their skill level and training and able to make adjustments with other team members.	<ul style="list-style-type: none">•Able to complete tasks in given area according to instructions from Middle employees and above.•Able to alert superiors when possibility of not completing work within set QCD arises.
Server-side Engineering	Develops server-side architecture.	<ul style="list-style-type: none">•Able to plan and build server-side architecture that can support all development and operations requirements and considers load and other product limiting factors.•Able to not only input the game structure into the system structure, but also able to independently propose feature and system changes in order to complete development within the allotted schedule time and resources.•Able to assign tasks according to development team members' traits and level.•Able to appropriately design the client interface (API, etc).	<ul style="list-style-type: none">•Able to create system settings and implement them in accordance with the game's server-side system architecture.•Able to develop code that not only follows coding rules but also is easy to read and maintain.•Able to review Junior members' work and provide feedback.•Able to write tests and maintain them appropriately.	<ul style="list-style-type: none">•Able to produce server-side code according to established coding rules and provided specifications while consulting with supervisors when necessary.
Web Front-end Engineering	Develops markup and web front side architecture.	<ul style="list-style-type: none">•Correctly understands UI/UX requirements for titles.•Able to make designs in CSS, HTML, and Javascript while considering product limitations and other limiting factors, the features of necessary engineering elements, and while coordinating with the server-side. Also able to propose UI/UX improvements when necessary.•Able to code according to web and accessibility standards and able to produce secure designs even when handling large volumes of data.	<ul style="list-style-type: none">•Able to create system settings and implement them according to the game's front-end system architecture. Also able to propose improvements for the UI/UX.•Able to review Junior members' work and provide feedback.	<ul style="list-style-type: none">•Able to produce front-end code according to established coding rules and provided specifications while consulting with supervisors when necessary.
Mobile Application Front-end Engineering	Develops mobile applications for clients.	<ul style="list-style-type: none">•Able to understand the requirements for a title and choose appropriate client architecture.•Able to design a system while considering the project's requirements and restrictions, choosing the necessary engineering components and coordinating with the server side.•Understands the basics of the game client side and if necessary able to quickly catch up on new architecture (ngCoreCocos2D-X, Unity3D, etc.) needed for development.•Able to appropriately build an asset build byplan (automating the non-source code asset build processing) and give directions for implementation.	<ul style="list-style-type: none">•Able to convert game front end specs into system architecture friendly system specs and design and implement them.•Able to develop code that not only follows coding rules but also is easy to read and maintain.•Able to handle unique mobile application problems such as battery life, memory usage, speed, and network conditions.•Possesses knowledge of game elements, including the UI/UX and effects, and can correctly implement elements as required by game designers and artists. Also able to propose improvements for the UI/UX.•Able to review Junior members' work and provide feedback.•Able to write tests and maintain them appropriately.	<ul style="list-style-type: none">•Able to produce front-end code according to established coding rules and provided specifications while consulting with supervisors when necessary.
Infrastructure Engineering	Designs and operates database and network composition related infrastructure.	<ul style="list-style-type: none">•Able to design infrastructure necessary for title operation that considers the load on server, database, and networks Also able to set operations policy.•Identify areas with a high possibility of failure, cooperate with related departments and plan appropriate countermeasures for when failure occurs.	<ul style="list-style-type: none">•Able to plan and build server middleware, network, and database infrastructure while accomodating system architecture.•Able to propose plans for operations covering necessary monitoring, backup and maintenance, and operations.•Able to review Junior members' work and provide feedback.	<ul style="list-style-type: none">•Able to build infrastructure according to established procedure while consulting with supervisors when necessary.•Able to conduct operations according to established procedure while consulting with supervisors when necessary.