Ecosia Engineering Growth Framework 2.0

Incentivise the **work** and **behavior we** *value*

Give a map of **progress** and career **perspective**

Encourage growth of a **diverse** and **inclusive** team through **fair** and **transparent** standards

What to grow

5x5 Competencies

Building, Delivery, Collaboration, Leadership, Company Development

+

How to grow

Expectations

Competencies applied at four growth stages (aka "levels")

Levels

Junior Engineer	Senior Engineer	Principal Engineer
Works effectively within established structures, adds moderately complex features to existing systems following current best practices	Builds complex systems and creates reusable architectures that pioneer best practices, leads technical direction within team	Builds multi-system architectures, supports and leads technical direction across teams, plans and communicates strategic technology projects
Works effectively within established structures. Consumes, analyzes, and reports on data to provide business insights following current best practices	Builds resilient, accurate and validated flexible data systems. Regularly produces key business insights through analysis and effective reporting of data. Leads team technically and liases with management.	Supports and leads technical direction across teams, plans and communicates strategic technology projects, drives company-wide data-driven business strategies
Focuses on developing themselves	Focuses on developing team and supports across teams	Focuses on developing across teams and supports organization

Competencies

Building	Delivery	Collaboration	Leadership	Company Development
Code quality & testing	Autonomous problem solving & bias for action	Documentation	Mentoring & sponsoring	Tech community outreach
Codebase, tooling & workflow improvements	Accountability & ownership	Knowledge sharing	Technology strategy & decision-making	Attracting and hiring good talent
Technology ecosystem knowledge	Estimate & plan effectively	Providing & receiving feedback	Fostering inclusive culture	Communicating engineering work
Security & privacy	Continuous value delivery	Code reviews	Culture of continuous learning	Product sense
Performance, scalability & monitoring	Getting support & escalation	Supporting & unblocking others	Improving team process	Optimizing cost, operational & ecological footprint