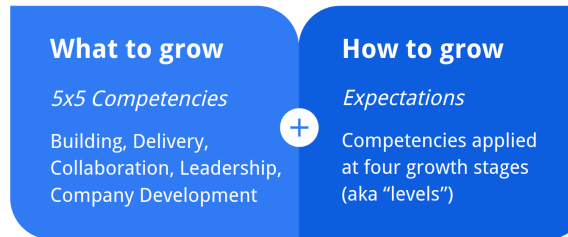# Ecosia Engineering Growth Framework 2.0

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 Analyst	Analyst	Senior Analyst	Principal Analyst
Works effectively within established structures. Consumes, analyzes, and reports on data to provide business insights following current best practices	Effectively uses and develops systems to consume, analyse and report of data to provide key business insights, and develops the team's data 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 liaises 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 supporting team members	Focuses on developing team and supports across teams	Focuses on developing across teams and supports organization

Competencies

Building	Delivery	Collaboration	Leadership	Company Development
Data collection	Data analysis	Documentation	Mentoring & sponsoring	Tech community outreach
Data architecture	Data reporting - business metrics	Knowledge sharing	Technology strategy & decision-making	Attracting and hiring good talent
Data reporting/visualization	Multi-tasking	Providing & receiving feedback	Fostering inclusive culture	Communicating engineering work
Product knowledge/understanding	Software development lifecycle knowledge	Code reviews	Culture of continuous learning	Product sense
Data maintenance and validation	Cross-functional/cross-departmental interaction	Supporting & unblocking others	Improving team process	Optimizing cost, operational & ecological footprint