

Key area	Attribute / value	Theme / Competency					
			E1	E2	E3	E4	E5
			<i>(Onboarded) Engineer</i>	<i>Senior Engineer</i>	<i>Staff Engineer</i>	<i>Senior Staff Engineer</i>	<i>Principal Engineer</i>
			<i>execution of work</i>			<i>facilitating, guiding, mentoring others in areas of work</i>	
			<i>scaling of competencies</i>	<i>within project</i>	<i>within team</i>	<i>within team and with team's business stakeholders</i>	<i>across multiple teams</i>
							<i>across organization</i>
Technical skills	Quality & testing	Coding	Consistently writes code that is easily understood and maintained by others. Seeks to improve their expertise with languages they use.	Always writes production-ready code that is easily understood and maintained by others. Has significant expertise in languages they use. Helps others on their team refine their coding through code reviews and mentorship.	<i>see E2</i>	Always writes production-ready code that is easily understood and maintained by others. Has industry-leading expertise in languages they use. Helps multiple teams refine their practice of programming through code reviews and mentorship.	<i>Reserved for future use</i>
		Testing	Understands their team's testing approach and uses that to ensure their code is tested.	Understands their team's testing approach and uses that to ensure their code is tested. Helps others on the team ensure their code is tested.	Understands their team's testing approach and uses that to ensure their code is tested. Helps others on the team ensure their code is tested. Helps to improve the team's testing approach over time.	Understands the testing approaches of multiple teams. Follows those for their own code and helps improve testing strategies on those teams.	
	Debugging & observability	Incident Response	Assists their team during production outages. Has basic familiarity with all systems the team maintains.	Comfortable leading incident response during production outages. Has familiarity with all systems the team maintains. Is part of relevant on-call rotations.	Comfortable leading incident response during production outages. Has deep knowledge of all systems the team maintains. Joins any relevant on-call rotation. Helps improve incident response on their team.	Comfortable leading incident response across multiple teams during production outages. Has deep knowledge of all systems the team maintains as well as those of other teams. Is part of relevant on-call rotations. Helps improve incident response across multiple teams.	
		Technical Knowledge	Has basic familiarity with the Parse.ly Core Tech Stack (defined in Notion) along with all the frameworks necessary to do their job.	Has strong knowledge of the Parse.ly Core Tech Stack (defined in Notion) along with all the frameworks necessary to do their job.	Has strong knowledge of the Parse.ly Core Tech Stack (defined in Notion) along with all the frameworks necessary to do their job. Assists in evaluating new systems and frameworks the team may adopt.	Has strong knowledge of the Parse.ly Core Tech Stack (defined in Notion) along with all the frameworks necessary to do their job as well as those of other teams. Assists in evaluating new systems and frameworks their team, or others, may adopt.	
	Software design & Architecture	Software Architecture	Designs code that fits the architecture of their team's systems.	Designs code that fits the architecture of their team's systems. Helps improve the architecture of existing systems.	Designs code that fits the architecture of their team's systems. Helps improve the architecture of existing systems, or design new ones.	Designs code that fits the architecture of their team's systems, or those of other teams. Helps improve the architecture of existing systems, or design new ones.	
Delivery	Incremental delivery	Scope Management	Ensures their tasks as well scoped. Can recognize when they're in a rabbit hole and get out of it.	Is able to break up their projects into well-scoped, incremental tasks. Adjusts project scope as necessary. Actively recognizes project rabbit holes and avoids them.	Helps the team break larger projects up into well-scoped, incremental tasks. Adjusts project scope as necessary. Actively helps others recognize project rabbit holes and avoid them.	Leads analysis and breaking up of cross team projects into well-scoped incremental tasks. Adjusts scope of these projects as necessary, and helps others avoid rabbit holes.	
	Self-organization	Reliability and Accountability	Commits to a realistic amount of work and is usually able to deliver on those commitments.	Commits to a realistic amount of work and independently delivers on those commitments. Communicates early when project goals won't be met.	Ensures their project commits to a realistic amount of work and independently delivers on those commitments. Communicates early when project goals won't be met. Helps identify reasons projects aren't meeting goals and addresses those reasons.	<i>see E3</i>	
Communication and Collaboration	Communication	Effective communication	Is able to communicate effectively on a remote team. Has a basic familiarity with Parse.ly's communication tools and practices.	Is able to communicate effectively on a remote team. Knows which medium (e.g. Slack, email, RFC, Zoom) is most appropriate for a given piece of communication.	Is able to communicate effectively on a remote team. Knows which medium (e.g. Slack, email, RFC, Zoom) is most appropriate for a given piece of communication. Helps others on their team consider which medium is most appropriate.	<i>see E3</i>	
		Compassionate Communication	Understands that tone and demeanor matter as much as the content of communication.	Understands that tone and demeanor matter as much as the content of communication. Knows how to work in a remote, primarily text-based, environment and how to compensate for the lack of tone in text-based communications in to avoid misunderstandings.	<i>see E2</i>	<i>see E2</i>	
		Knowledge Sharing	Understands how knowledge is shared on their team (e.g. READMEs, Notion pages, etc) and contributes as appropriate as well as keeping old pages up to date.	<i>see E3</i>	Understands how knowledge is shared on their team (e.g. READMEs, Notion pages, etc) and contributes as appropriate as well as keeping old pages up to date. Helps to identify knowledge silos and eliminate them, as well as improving the team's overall practices around knowledge sharing.	<i>see E3</i>	
	Collaboration	Teamwork	Is able to work with their team to do their job. Shares the load of "toil" tasks on the team (e.g. bugs, code reviews, and other maintenance tasks).	Is able to work with their team to do their job. Shares the load of "toil" tasks on the team (e.g. bugs, code reviews, and other maintenance tasks). Avoids a "that's not my job" mindset when faced with new challenges.	<i>see E2</i>	Is able to work across multiple teams to accomplish complex tasks. Understands team-based silos and tries to break them down. Never "throws it over the wall" to be another team's problem.	
		Ethical Collaboration	Knows that this job isn't just about Getting It Done, but about Getting It Right for long-term maintainability. Never takes shortcuts that make more work for others just so their part can be done sooner.	<i>see E3</i>	<i>see E3</i>	<i>see E3</i>	
Leadership	Leadership	Continuous Improvement	<i>Not applicable at this level</i>	Regularly thinks about how their team works and discusses improvements with their team.	Regularly thinks about how their team works and discusses improvements with their team. Leads implementing those changes.	Regularly thinks about how multiple teams work and discusses improvements with those teams.	
	Mentoring	Mentoring	Seeks out mentorship to grow their own experience. Sometimes mentors their teammates in an open, respectful, flexible, empathetic manner.	Mentors their teammates in an open, respectful, flexible, empathetic manner. Seeks out mentoring opportunities specifically to reduce knowledge silos on their team.	Mentors their team in an open, respectful, flexible, empathetic manner. Seeks out mentoring opportunities for themselves and others, and supports others in their growth as mentors.	Mentors across teams in an open, respectful, flexible, empathetic manner. Fosters a culture of mentoring across teams by seeking out mentoring opportunities for themselves and others, and supports others in their growth as mentors.	
	Business Acumen & Strategy	Business acumen	Has a basic understanding of how their team's work contributes to overall business strategy.	Has a thorough understanding of how their team's work contributes to overall business strategy. Makes feature and architecture suggestions based on that strategy.	<i>see E2</i>	Has a thorough understanding of how several team's work contributes to overall business strategy. Makes feature and architecture suggestions based on that strategy.	