



# Lead Engineer promotion tips

( Work in progress )

Hi,

Suppose you are a Software Engineer or a Senior Software Engineer and you are aspiring to become a Lead Engineer / Tech lead / Team Lead. In that case, you must exhibit some of the characteristics of a Lead engineer right now in your office so that the management considers you as a potential candidate to be promoted to a Lead.

Many folks think they will be promoted by doing their current job responsibilities better. But when the appraisal cycle comes, they will notice others are getting promoted to Leads. So it is crucial to know what needs to be done right now so that you also get the promotion.

I wish I had someone to tell me when I was aspiring to become a Lead but I had to find out the hard way. So I am trying to help you by sharing my personal experience so that you become a Lead faster than I did in your career.

Ok, let's get started.

1. Start creating architectural diagrams of the system/product you are working on and showcase them to the stakeholders, managers and team members. This will build credibility that you understand the system as a whole.
2. Start looking at all the jira tickets and epics assigned to everyone in the team. Don't just focus on your tickets. You should know what everyone in the team is working on at all times.
3. Build a good relationship with the Product Manager and the UX designer in your team. Trust me, this will be so beneficial in your career as you become a Lead.
4. Get yourself involved in both frontend and backend tasks and join all the discussion zoom calls related to both. This will give you a broader perspective to think and showcase your Lead's qualities when the time comes.
5. You need to show the management that you take "ownership" of the things you commit to. Basically, you need to follow up with multiple stakeholders until the given story/feature is released ( in the committed time )
6. Voluntarily take and drive sprint planning meetings, retrospectives, sprint grooming and other activities. (Don't think this is the job of a program manager only). This will build "trust" in your manager's mind.
7. As much as possible, try to make your manager's life easy. You can try to explain the project architecture and the inner workings to your manager in a "high-level" abstract manner so that he/she understands. Most managers are non-technical and they love to have someone who can explain things to them in an easy way.
8. Try to build POCs (proof of concept) projects in your free time and showcase that you are trying to experiment and try new solutions available in the market. This will build credibility as everyone will believe you are really trying to take responsibility and lead the initiatives in the team.
9. Be an active participant in your project's roadmap creation. Speak about which tasks/features have higher priority and should be taken up immediately. Try to assign

priorities to all the jira stories and present them during the roadmap planning discussion.

10. Start onboarding and mentoring newly joined developers in the team and bring them up to speed. Find out appropriate tasks for them and give them direction, code walkthroughs, and product demos and make them understand the vision of the product.

I hope you strictly follow these points and showcase that you are doing all these things while you are still a Software Engineer / Senior Software Engineer. Build trust and credibility in the team as well as with your manager

All the best,  
Manoj