Josh Technology Group

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Career Ladder Specs – Technical Track

LEVEL	Key Responsibilities and Impact	Scope & Performance
Intern	Position: Trainee	**Technical Excellence** • *Problem Solving*; combines excellent abstract reasoning ability with a strong understanding of core computer science fundamentals (e.g., running time analysis, data structures, object oriented design, etc.) • *Expertise*; demonstrates ability to ramp up on at least one product or technology of strategic importance to organization; ability to incorporate new technologies as required. • *Technical Execution*; implements robust and extensible code modules as per the design / technical guidelines provided by the mentors; • *Quality;* develops good quality, maintainable code modules without any defects. **Delivery** • *Ownership & Commitment*; demonstrates the ability to be able to manage the assigned tasks well, schedule them appropriately, provides visibility to the Mentor & understands Mentor's expectation of work. **Processes** • *Individual*; consistently applies team software development process (e.g., estimations, tracking, testing, code & design reviews, etc.) **Communication Skills** • *Team*; demonstrates the ability to clearly and effectively communicate (both verbally and in writing) one's ideas and analysis with members of the team. **Team Work/Leadership** • Leadership; acts in a self-sufficient manner consistently

LEVEL	Key Responsibilities and Impact	Scope & Performance
Developer The minimum period of time demonstrating consistent performance at or above this spec required for promotion to this level is 3 months.	**Position: Software Developer**	**Technical Excellence** • *Product*; demonstrates an understanding of and consistently incorporate practical value with theoretical knowledge in order to make balanced technical decisions (e.g. design trade-offs, prioritization etc.); clarifies requirements / identifies gaps for features being implemented by self • *Problem Solving*; combines excellent abstract reasoning ability with a strong understanding of core computer science fundamentals (e.g., data structures, object oriented design, application debugging, run-time analysis, incremental database designs, etc.) • *Expertise*; demonstrates proficiency in at least one product or technology of strategic importance to organization; incorporates new technologies as required. • *Technical Execution*; designs & implements robust and extensible code modules; reviews design with mentors to come to an agreed upon solution; implements small to medium complexity modules by self • *Quality;* develops high-quality, maintainable, usable, and well-documented solutions; covers all corner cases, ensures that solutions are properly tested / defect free before being deployed, and that there are minimal code-review comments **Delivery** • *Ownership & Commitment*; accurately schedules and tracks progress providing visibility to the Mentor as well as to other team members in an effort to monitor and resolve risk; creates end to end WBS & estimates for modules being implemented by self; understands Mentor's expectations for work and assists in developing strategies for accomplishing the assigned work; participates in all activities with urgency, a results orientation, and a strong work ethic. • *Deployment Support*; supports the team in deploying product functionality (e.g., answers questions, explains functionality etc.); deploys to staging servers & assists the Lead in deploying to production environment as required. **Processes** • *Individual*; consistently applies team software development process (e.g., estimations, tracking, testing, code & design reviews, etc.) **Communication Skills** • *Group communication;* participates in customer meetings • *Team*; demonstrates the ability to clearly and effectively communicate (both verbally and in writing) as well as to defend one's ideas and analysis with members of the team **Team Work/Leadership** • Leadership; acts in a self-sufficient manner consistently • Assists in fostering the tech culture by proactively sharing the learning's / experiences; proactively assists / participates in various organization activities

LEVEL	Key Responsibilities and Impact	Scope & Performance
Senior Developer The minimum period of time demonstrating consistent performance at or above this spec required for promotion to this level is 6 months.	**Position: Senior Software Developer I** •	**Technical Excellence** • *Product*; demonstrates an understanding of and consistently incorporate practical value with theoretical knowledge in order to make balanced technical decisions (e.g., design trade-offs, prioritization, etc.); clarifies requirements / identifies gaps for various features engaged in • *Problem Solving*; combines excellent abstract reasoning ability with a strong understanding of core computer science fundamentals (e.g., running time analysis, data structures, object oriented design, database designs etc.); troubleshoots applications; does performance analysis of the application • *Expertise*; demonstrates proficiency in at least one product or technology of strategic importance to organization; rapidly incorporates new technologies as required & delivers successfully by self. • *Technical Execution*; designs & implements robust and extensible product functionality; reviews design with senior team members to come to an agreed upon solution; delivers medium to high complexity modules by self • *Quality*; develops high-quality, maintainable, usable, and well-documented solutions; covers all corner cases, ensures that functionality is properly tested / defect free before being deployed, and that there are no code-review comments **Delivery** • *Ownership & Commitment*; accurately schedules and tracks progress of self and team members providing visibility to the mentors in an effort to monitor and resolve risk; creates end to end WBS & estimates for modules being implemented by self and assists other team members in the same; understands Mentor's expectations for work and assists in developing strategies for accomplishing the assigned work; participates in all activities with urgency, a results orientation, and a strong work ethic. • *Critical issue ownership*; works directly with product / business teams & owns the resolution of critical / contentious issues on the project • *Deployment Support*; supports the team in deploying product functionality (e.g., answers questions, explains functionality, extends API, provides code reviews, etc.); deploys to production servers & assists the Lead in troubleshooting in production environment as required. • *Release Planning & Management; participates* in planning; *recognizes* inconsistencies (e.g., scope, resources, feasibility, usability, customer value, etc.) in product requirements and alerts the Project Mentor; completes independently or assists the Mentor in building, testing, and documenting product releases. **Processes** • *Individual*; acts as a role model for the application of team software development process (e.g., tracking, testing, code & design reviews, etc.) • *Team;* proactively assists and servers as a role model for the team members to follow the team software development process; contributes effectively to the retrospective analysis / discussions. **Communication Skills** • *Direct communication;* effectively communicates one-on-one with on-shore / off-

shore product teams / developers; can gather and clarify requirements from technical folks / product managers / business teams.
- *Meetings*; Is able to clearly outline / communicate both in written & verbal, the expectations / timelines for completing various assignments both internally & with product / business teams.
- *Team*; demonstrates the ability to clearly and effectively communicate (both verbally and in writing) as well as to defend one's ideas and analysis with members of the team

Team Work/Leadership
- *Team Leadership*; serves as a role model for other members of the team in terms of technical execution; mentors 1 to 3 Developers on the team through activities such as design reviews, code reviews, and process encouragement
- *Lead By Example*; proactively guides new team members as they work to ramp on the processes and technologies used by the team; builds a positive environment in team; providing equal growth opportunities and directions to team members.
- Recruitment: suggests questions for written tests & evaluates the written papers; takes good first rounds interviews of fresh graduates & of laterals up to 2 years of experience.
- Induction: participates in the induction activities such as assisting in ramping up, code reviews / feedbacks & evaluations under the guidance of Senior Team Members.
- Proactively Promotes Tech Culture by actively contributing to Tech Buzz Mailing List, by writing at least 1 Blog every 2 Month, and giving one talk / ppt every Half.

LEVEL	Key Responsibilities and Impact	Scope & Performance
Senior Developer The minimum period of time demonstrating consistent performance at or above this spec required for promotion to this level is 6 months.	**Position: Senior Software Developer II** •	**Technical Excellence** • *Product*; demonstrates an understanding of and consistently incorporate practical value with theoretical knowledge in order to make balanced technical decisions (e.g., design trade-offs, prioritization, etc.); identifies the technical gaps in product requirements and leads a constructive discussion with all stakeholders to resolve the same; identifies more optimal / efficient / scalable / maintainable ways of implementing product modules & discusses the same with product team to get them incorporated; assists the lead in designs / estimations for new products to determine their feasibility & sizing • *Problem Solving*; combines excellent abstract reasoning ability with a strong understanding of core computer science fundamentals (e.g., running time analysis, data structures, object oriented design, database designs etc.); troubleshoots applications; does performance analysis of the application • *Expertise*; demonstrates proficiency in multiple products or technologies of strategic importance to organization; rapidly incorporates new technologies as required and mentors team members on those to successfully deliver on the modules; able to research / compare / contrast technologies / frameworks and suggest best course of action • *Technical Execution*; designs & implements robust and extensible product functionality; designs & implements complex modules by self, and also mentors

other team members to deliver the same; participates & contributes in project level architecture / design discussions; owns project level design (post finalization of architecture / technologies) and end to end implementation including testing / performance / deployments

- *Quality*; develops high-quality, maintainable, usable, and well-documented solutions to complex product functionality; ensures that all the modules are being implemented as per the best practices, extensible / scalable design, and without any defects; owns the design / code reviews of modules of all complexities

Delivery

- *Ownership & Commitment*; accurately schedules and tracks progress of self and team members providing visibility to the mentors; is able to monitor and resolve risk with help from lead; creates end to end WBS & estimates for modules being implemented by various team members; understands project goals and assists in developing strategies for accomplishing the same; participates in all activities with urgency, a results orientation, and a strong work ethic.
- *Improvements*; identifies various bottlenecks in the project & resolves the same as appropriate via automations, process changes, introducing best practices etc
- Critical issue ownership; works directly with the product / business teams & owns the resolution of critical / contentious issues on the project
- *Deployment Support*; supports the team in deploying product functionality (e.g., answers questions, explains functionality, extends API, provides code reviews, etc.); leads all deployments; participates in deployment architecture decisions / implement complex deployments under mentorship
- *Release Planning & Management; participates* in planning; *recognizes* inconsistencies (e.g., scope, resources, feasibility, usability, customer value, etc.) in product requirements and alerts the Project Mentor; completes independently or assists the Mentor in building, testing, and documenting product releases; accesses risks & takes corrective actions required to mitigate the same at sprint levels.

Processes

- *Individual*; acts as a role model for the application of team software development process (e.g., tracking, testing, code & design reviews, etc.)
- *Team;* proactively assists and serves as a role model for the team members to follow the team software development process; consistently innovate the team processes to improve team productivity and quality; is able to lead the team retrospective analysis / discussions with help from Mentors

Communication Skills

- *Direct communication;* effectively communicates one-to-one with all stakeholders; can gather and clarify requirements from technical folks / product managers / business teams.
- *Meetings*; leads and organizes meetings that include all stakeholders at the project level; manages expectations; clearly communicates overall project goals and success metrics; is able to clearly explain the requirements to team members, resolve their doubts and discuss the implementations; is able to clearly outline / communicate both in written & verbal, the expectations / timelines for completing various assignments
- *Team*; demonstrates the ability to clearly and effectively communicate (both

verbally and in writing) as well as to defend one's ideas and analysis with members of the team

Team Work/Leadership
- *Team Leadership*; serves as a role model for other members of the team in terms of technical execution; mentors 3 to 5 Developers / Senior Developers on the team through activities such as design reviews, code reviews, and process encouragement
- *Lead By Example*; proactively guides new team members as they work to ramp on the processes and technologies used by the team; builds a positive environment in team; providing equal growth opportunities and directions to team members.
- *Recruitment*: leads the team to design questions & evaluate written papers; participates actively in forming Interview Questions; solid first round interviewer and able to take at least 2nd round interviews of fresh graduates & lateral candidates.
- Induction: able to design / evaluate the induction assignments & assist in structuring the overall induction program with help from mentors.
- Proactively promotes Technical Culture by actively contributing to Tech Buzz Mailing List, by writing at least 1 Blog every 2 months, and giving one talk / ppt every quarter; leads the knowledge sharing sessions.
- Participates & Contributes transparently / fairly in the Performance Feedback Review Process / Meetings.

LEVEL	Key Responsibilities and Impact	Authority, Scope, and Complexity
Lead The minimum period of time demonstrating consistent performance at or above this spec required for promotion to this level is 9 months.	**Position: Technical Lead** •	**Technical Excellence** • *Product*; demonstrates an understanding of and consistently incorporates practical value with theoretical knowledge in order to make balanced technical decisions (e.g., design trade-offs, prioritization, etc.); demonstrates an understanding of and the ability to articulate the business value delivered by product(s); identifies the technical gaps in product requirements and leads a constructive discussion with all stakeholders to resolve the same; identifies more optimal / efficient / scalable / maintainable ways of implementing product modules & discusses the same with product team to get them incorporated; designs & estimates new products to determine their feasibility & sizing • *Problem Solving*; combines excellent abstract reasoning ability with a strong understanding of core computer science fundamentals (e.g. running time analysis, data structures, object oriented design, etc.); troubleshoots applications; does performance analysis of the application • *Expertise*; demonstrated *expertise* in multiple products or technologies of strategic importance to organization; leads team to deliver successfully with full quality; mentors to rapidly incorporate new technologies as required; identifies, compares new technologies / frameworks of use to the product / team; suggests the most suitable technology / frameworks for a product which is best suited as per the product roadmap, keeping in mind all the stakeholders • *Technical Execution*; designs & implements robust and extensible complex product functionality and also mentors on the same; leads project level architecture / design discussions (by involving technical specialists as required); owns project

level design (post finalization of architecture / technologies) and end to end implementation including testing / performance / deployments; prioritizes / plans the product implementation with a goal of meeting the metrics of all the stakeholders

- *Quality*; develops high-quality, maintainable, usable, and well-documented solutions to complex product functionality by self & ensures everyone on team does the same; incorporates the best practices and ensures that the same are being continuously improved on as per the requirements of the product & evolution of the technologies / frameworks involved.

Delivery
- *Ownership & Commitment*; takes ownership over the implementation of the overall product functionality; understands product / business team's goals / expectations and develops strategies for accomplishing the same; develops and mentors others in developing high-quality, maintainable, usable and well-documented solutions in these areas; accurately schedules and tracks progress providing visibility to the Team Lead as well as other team members; provides complete and accurate sizing and scoping estimates for the purposes of release planning; participates in all activities with urgency, a results orientation, and a strong work ethic.
- *Improvements*: identifies various bottlenecks in the project & resolves the same as appropriate via automations, process changes, introducing best practices etc.
- *Critical issue ownership*; works directly with the product / business teams and owns the resolution of contentious issues; proactively identifies any critical issue before the same could have any impact on the success of the project
- *Deployment Support*; Independently handles complex product functionality deployments; design robust and scalable deployment architectures.
- *Release Planning & Management*; recognizes inconsistencies (e.g., scope, resources, feasibility, usability, customer value, etc.) in technical designs, product requirements, product roadmap / execution plan and completes independently or assists the Mentor in building, testing, and documenting product release; accesses risks & takes corrective actions as required via constructive consultation with all stakeholders to mitigate the same at project level; must be able to initiate & resolve any discussion around change of scope as required for the success of the project

Processes
- *Individual*; acts as a role model for the application of team software development process (e.g., tracking, testing, code & design reviews, etc.)
- *Team;* proactively assists and serves as a role model for the team members to follow the team software development process; ensures that all the team members are following the processes effectively; consistently innovate the team processes to improve team productivity and quality; is able to lead & set the direction of the retrospective analysis / discussions to align it with the overall project / product goals / targets with help from Mentors; able to define / set up the processes at the project level with appropriate guidance

Communication Skills
- *Direct communication;* effectively communicates one-on-one with all stakeholders; can gather and clarify requirements from technical folks / product managers /

business teams.
- *Meetings*; leads and organizes meetings at the project level; manages expectations; clearly communicate overall project goals and success metrics.
- *Team*; demonstrates the ability to clearly and effectively communicate (both verbally and in writing) as well as to defend one's ideas and analysis with members of the team

Team Work/Leadership
- *Team Leadership*; serves as a role model for other members of the team in terms of technical execution; mentors / leads 4 or 8 Developers / Senior Developers on the team through activities such as design reviews, code reviews, deployments and process encouragement
- *Lead Through Others*; proactively mentors and guides team members as they work to ramp on the processes and technologies used by the team
- *Recruitment*: able to lead the team to design interview questions / evaluation criteria, and finalize the same with inputs from Mentors; able to take at least 2nd round interviews of Laterals (up to 5 Yrs of Work Ex) & Final Round Interviews of Fresh Graduates
- *Induction*: design induction assignments & structure programs with Mentors; execute the induction program with assistance of Senior Developers.
- *Training & Knowledge Enhancement*: assist Mentors in planning / leading the workshops / training sessions on new technologies / products.
- Proactively promotes the Technical Culture by actively contributing to Tech Buzz Mailing List, by writing at least 1 Blog every 2 months, and giving one Talk / PPT every quarter; able to set the direction for the knowledge sharing sessions with assistance from Mentors.
- Participates & contributes transparently / fairly in the Performance Feedback Review Process / Meetings.
- Should be able to Mentor / Coach at least 2 to 3 Developers / Senior Developers, and be their go-to Person.

LEVEL	Key Responsibilities and Impact	Scope & Performance [To Be Finalized]
Specialist The minimum period of time demonstrating consistent performance at or above this spec required for promotion to this level is 9 months.	**Position: Technical Specialist**	**Technical Excellence** • *Proof of Capability*; delivers the most complex and valuable components of a proof of capability or product demonstration • *Problem Solving*; proven ability to solve complex problems; has contributed valuable components to organizational intellectual capital (e.g., technology insights and solutions, patent applications, and templates for methodologies) • *Expertise*; demonstrated expertise in multiple products or technologies of strategic importance to JTG; is looked upon as an expert & go-to person in multiple technologies; must be able to handle the most critical situations with a cool head & steer the team to success during such situations • *Technical Execution*; designs & implements robust and extensible complex product functionality and also mentors on the same; able to architect (inline with the latest technology trends) the product to meet the goals of all the stakeholders including

the engineering team as per the product / business roadmap

- *Quality*; develops high-quality, maintainable, usable, and well-documented solutions to complex product functionality by self & ensures everyone on team does the same; able to set-up and continuously evolve the best practices and technology standards as per the changing realities of the products.

Delivery

- *Ownership & Commitment*; takes ownership over the implementation of the overall product roadmap across multiple releases; understands product / business team's goals / expectations and develops strategies for accomplishing the same; develops and mentors others in developing high-quality, maintainable, usable and well-documented solutions in these areas; provides complete and accurate sizing and scoping estimates for the product roadmap for the purposes of release planning / business commitments; participates in all activities with urgency, a results orientation, and a strong work ethic; Able to set the directions in change of designs / delivery standards as required for the successful delivery of product roadmap / business goals
- *Team Structures*: Is able to determine the right team structures (skillsets, bandwidth, roles, etc.) to be able to deliver successfully on the product roadmap to achieve the business goals
- *Improvements*: identifies various bottlenecks in the project & set the direction for resolving the same as appropriate via automations, process changes, introducing best practices etc.
- Release Planning & Management; recognizes inconsistencies (e.g., scope, resources, feasibility, usability, business value, etc.) in product requirements and alerts the Project Leads; completes independently or assists the Leads in building, testing, and documenting product releases

Processes

- *Innovates & designs to setup team level processes as per the requirements / stage of the project / product to ensure full quality, transparency & integrity*
- *Oversees & Evolves the best practices, development processes, and methodologies as per the changing nature of the project & the industry; ensures the adoption of the processes by the team, and appropriately change them as required based on the feedback from the team members.*

Communication Skills

- *E*ffectively communicate with all stakeholders across different locations both in written & verbal the overall goals / success metrics of the product & the roadmap for achieving the same.
- Delivers Presentations at project leadership level; leads and organizes meetings/presentations at the product / technology level; leads and organizes future product / technology roadmaps with the Engineering / Product / Business Leadership Teams

Team Work/Leadership

- *Team Leadership*; demonstrates excellence in the "Leads through Example" stage of leadership; further demonstrates strengths in several of the "Setting Direction" competencies of the "Leading through Others" stage of leadership; serves as a role model for other members of the team in terms of technical execution; mentors 2-3

Senior Developers and 1-2 Technical Leads on the team through activities such as design reviews, code reviews, and process encouragement
- *Recruitment*: is able to champion the complete recruitment process (Written Test, Interviews) for fresh graduates & up to 5 years of work experience, and decide on whom to be offered; able to structure lead the recruitment process with inputs from peers & mentors for candidates with more than 5 years of work experience.
- *Induction*: able to decide the focus areas for the induction program & set the direction of / lead the induction programs; able to achieve the induction program goals by executing through Leads & Senior Developers.
- Proactively encourages & facilitates an environment for continuous technical learning & growth of the team members. Help team members in contributing via blogs, ppts, and knowledge sharing sessions; blogs, gives talks / ppts & holds workshops on technical designs / architectures, upcoming technology trends etc.
- Participates & contributes transparently / fairly in the Performance Feedback Review Process / Meetings; able to structure & suggest changes in the feedback processes.
- Should be able to Mentor / Coach at least 2 to 4 Senior Developers / Leads, and be their GoTo Person.

LEVEL	Key Responsibilities and Impact	Scope & Performance [To Be Finalized]
Specialist The minimum period of time demonstrating consistent performance at or above this spec required for promotion to this level is 9 months.	**Position: Sr. Technical Specialist**	**Technical Excellence** - *Product*; drives the technical decision making process through a thorough understanding of business value delivered by product(s) - *Industry*; demonstrates a working knowledge of the supported industry (e.g., directives, issues, operating model and terminology) - *Technical Execution*; sets technical direction and architecture for product or product suite; provides technical oversight and review for members of development team; assures execution success: serves as "go-to person" for implementing and leading the most complex, critical development tasks - *Proof of Capability*; defines technical direction and architecture for an application or components of an application in a co-development engagement; delivers the new application or application components in the context of a proof of capability or product demonstration - *Problem Solving*; proven ability to solve 10x value problems; consistently contributes valuable components to organizational intellectual capital (e.g., technology insights and solutions, patent applications, and templates for methodologies) - *Expertise*; understands history and evolution of solution or product space, competition, etc.; articulates and defends current architecture within historical context; widely read and informed on industry and technology issues, both current and emerging **Delivery** - Deployment Support; provides proactive guidance & sign-off (e.g., scoping, architecture, etc.) for delivery team - Release Planning & Management; builds release plan with Project Lead; resolves

inconsistencies (e.g., scope, resources, feasibility, usability, customer value, etc.) in product requirements; drives the building, testing, and documenting of product releases in support of the Lead
- Product Roadmap Planning & Management; recognizes the inconsistencies in requirements / feasibility / functionalities. Able to provide scoping level estimates for various releases. Able to set the directions in change of designs / delivery standards as required for the successful delivery of product roadmap / business goals.

Processes
- *Team*; creates and evolves team software development processes, best practices, and methodologies; ensures team adheres to accepted processes and standards
- *Organization*; contributes to organizational learning by sharing lessons learned with others in similar functional tracks across the business units

Communication Skills
- *Evangelism; compellingly communicates the technical value of the product or product suites to any audience*
- *Leads and organizes meetings/presentations at the product ownership level; leads and organizes workshops / conferences / talks / presentations*
- *Control project scope communication; properly manages overall expectations and can push-back on unrealistic demands; able to communicate effectively to control scope at product / technology roadmap level*
- *Architecture of the Selling Message; supports the efforts of the (Sr.) Presales Manager by providing insights as to how the solution should be positioned vis-à-vis those of the competition*

Team Work/Leadership
- *Team Leadership*; LDR; demonstrates proficiency in the "Setting Direction" competencies of the "Leading through Others" stage of leadership; serves as a role model for other members of the team in terms of technical execution; mentors 2-3 Senior Developers / Technical Leads on the team through activities such as design reviews, code reviews, and process encouragement
- *Recruitment*: is able to continuously evaluate the quality / effectiveness of the recruitment process; set the direction for the same and champion the structuring the execution of the same for candidates of various levels.
- *Induction*: able to set the direction for the induction program & align the same with the organization goals & latest technology trends
- Able to build an environment of continuous learing & sharing, and structure + champion the various programs required for achieving the same.
- Should be able to Mentor / Coach at least 2 to 3 Senior Developers / Leads, and be their GoTo Person.

LEVEL	Key Responsibilities and Impact	Scope & Performance [To Be Finalized]
Director	Position: Technical Fellow	**Technical Excellence** • *Product; drives the technical decision making process through thorough*

The minimum period of time demonstrating consistent performance at or above this spec required for promotion to this level is 9 months.	-	*understanding of business value delivered by product(s); responsible for successful delivery of all product related BSM's*

- *Industry; demonstrates a deep knowledge of the supported industry (e.g., directives, issues, operating model, terminology, and technology trends)*
- *Technical Execution; sets technical direction and architecture for product suite; provides technical oversight and final sign-off for members of development team; assures execution success: serves as the "go-to person" for implementing and leading the most complex, critical development tasks*
- *Problem Solving; proven ability to solve 10x value problems; consistently contribute valuable components to organizational intellectual assets (e.g., technology insights and solutions, patent ideas and templates for methodologies)*
- *Expertise; In multiple products or technologies of strategic importance to the organization; understands history and evolution of solution or product space, competition, etc.; articulates and defends current architecture within historical context; widely read and informed on industry and technology issues, both current and emerging.*
- *Experience; has successfully architected and developed multiple enterprise level products or deployments as a technical leader in a team environment*
- Technical Execution; sets technical direction and architecture for product suite; provides technical oversight and final sign-off for members of development team; assures execution success: serves as the "go-to person" for implementing and leading the most complex, critical development tasks.

Delivery
- Deployment Support; provides sign-off (e.g., scoping, architecture, etc.) for the delivery team
- Release Planning & Management; builds release plan with Project Lead; resolves inconsistencies (e.g., scope, resources, feasibility, usability, customer value, etc.) in product requirements; drives the building, testing, and documenting of product releases in support of the Lead
- Product Roadmap Planning & Management; recognizes the inconsistencies in requirements / feasibility / functionalities. Able to provide scoping level estimates for various releases. Able to set the directions in change of designs / delivery standards as required for the successful delivery of product roadmap / business goals.

Processes
- *Team; creates and evolves team software development processes, best practices, and methodologies; ensures team adheres to accepted processes and standards*
- *Organization; contributes to organizational learning by providing lessons learned across business units and functions.*

Communication Skills
- *Business Unit*; articulates key drivers and initiatives of the business unit to the engineering team
- *Evangelism*; compellingly communicates the technical value of the product or

		product suite on which he/she is working to any audience.
		• *Architecture of the Selling Message*; supports the efforts of the (Sr.) Presales Manager by providing insights as to how the solution should be positioned vis-à-vis those of the competition
		Team Work/Leadership
		• *Leadership*: demonstrates excellence in the "Setting Direction" competencies of the "Leads through Others" stage of leadership; further demonstrates strengths in the other competency areas of the "Leads through Others" stage of leadership
		• *Team Leadership*; serves as the role model for the senior members of the team, including individuals in the Senior Engineer 1 role; proactively mentors 3-4 Senior Developers / Leads on the team in the form of design reviews, code reviews, and process encouragement