

# SITC 数字员工集群设计方案

研发组织架构升级 v1.0 | From Outsourcing to Silicon Workforce



Starbucks China Innovation Technology Center · 2025

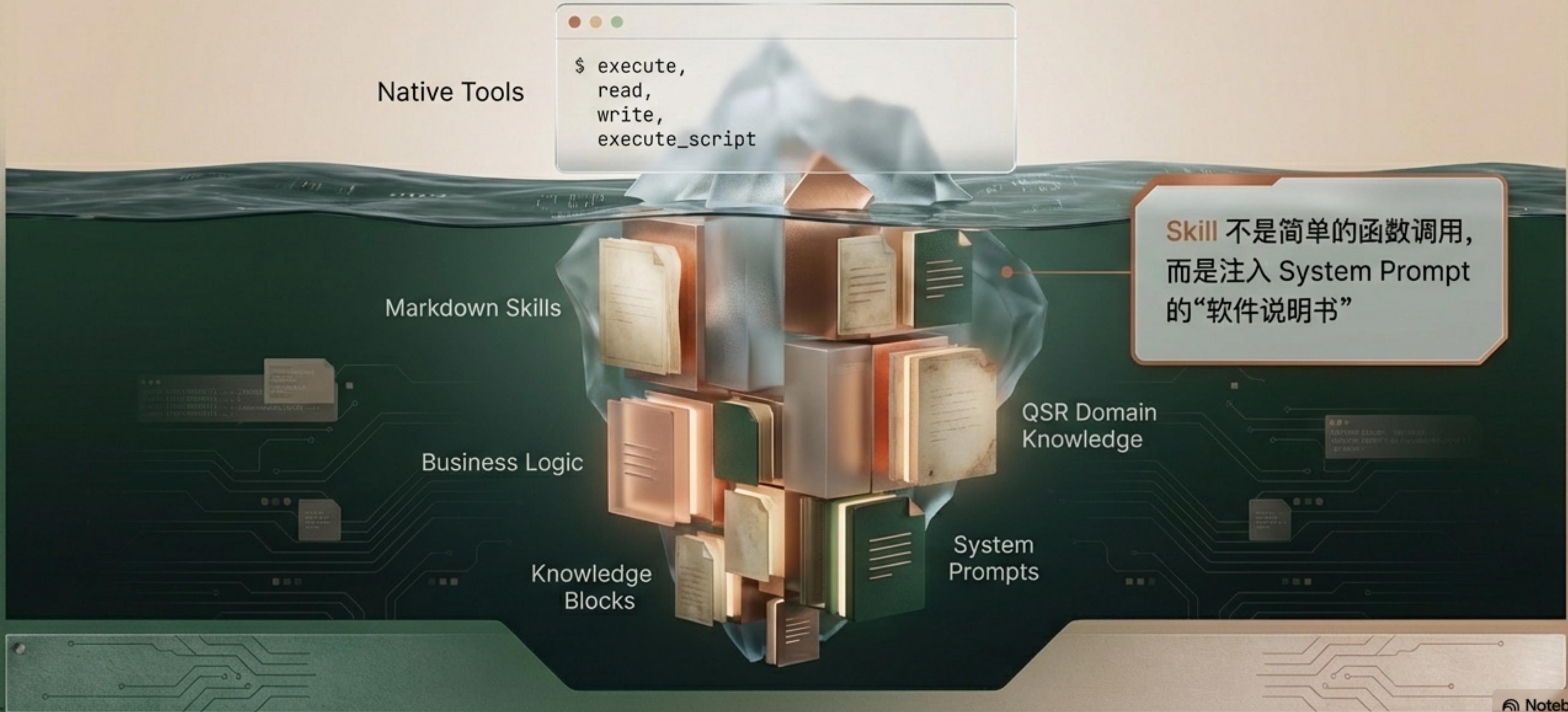
# 核心转变：从“调用工具”到“管理硅基员工”



Human for Decision, Agent for Execution.

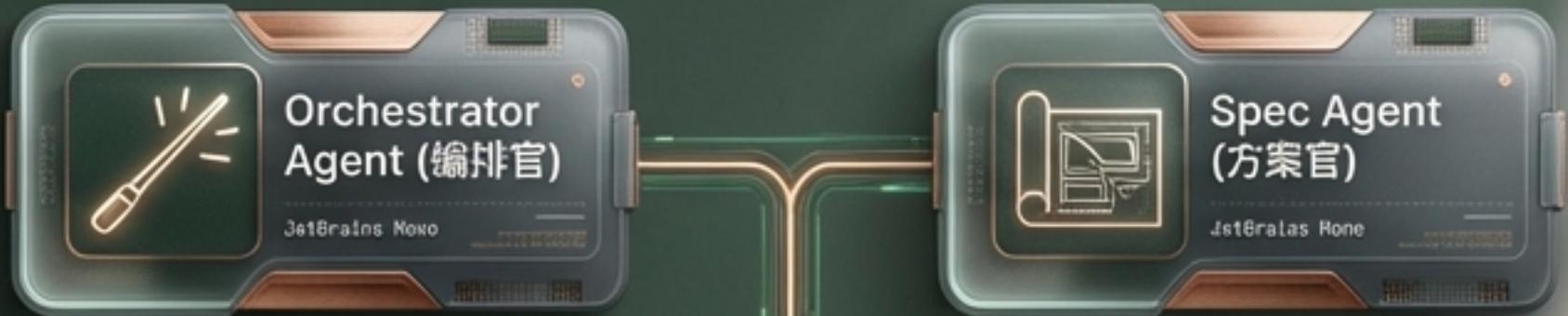
# 技术基座：Skill First 哲学

Skills are new software. CLIs are new API. Agents are new OS.



# 组织架构：7大核心数字岗位

Management



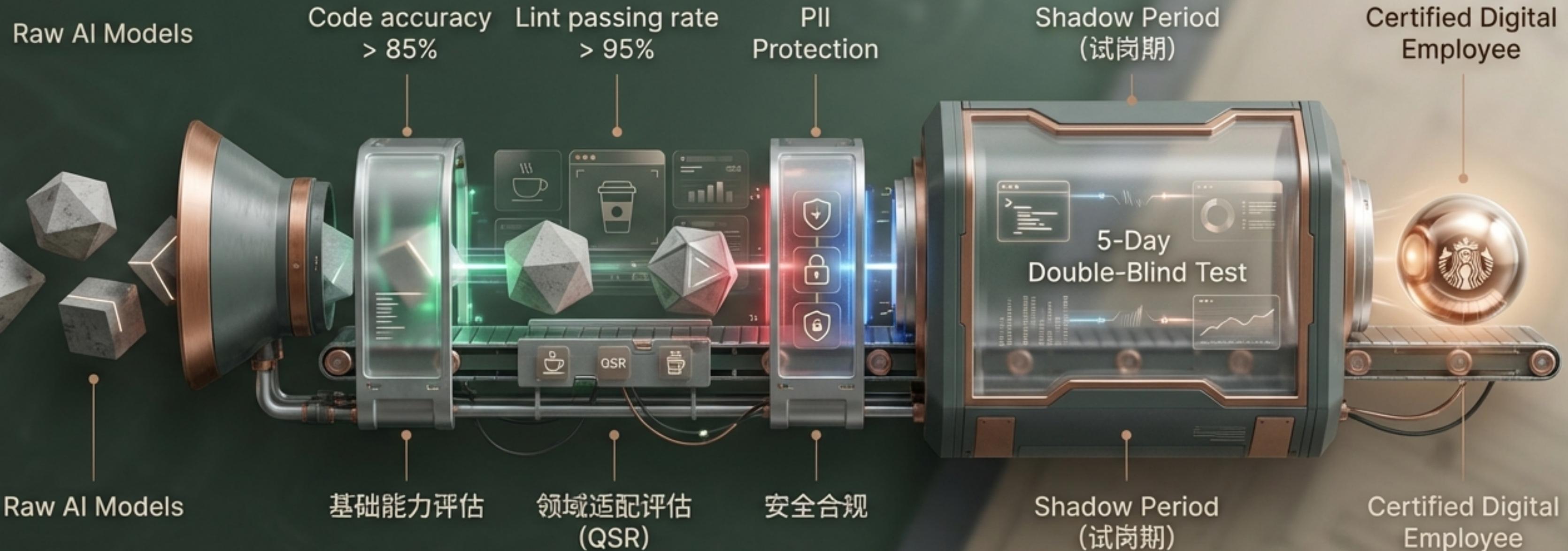
Execution



Audit & Support



# 准入体系：Onboarding & 试岗期



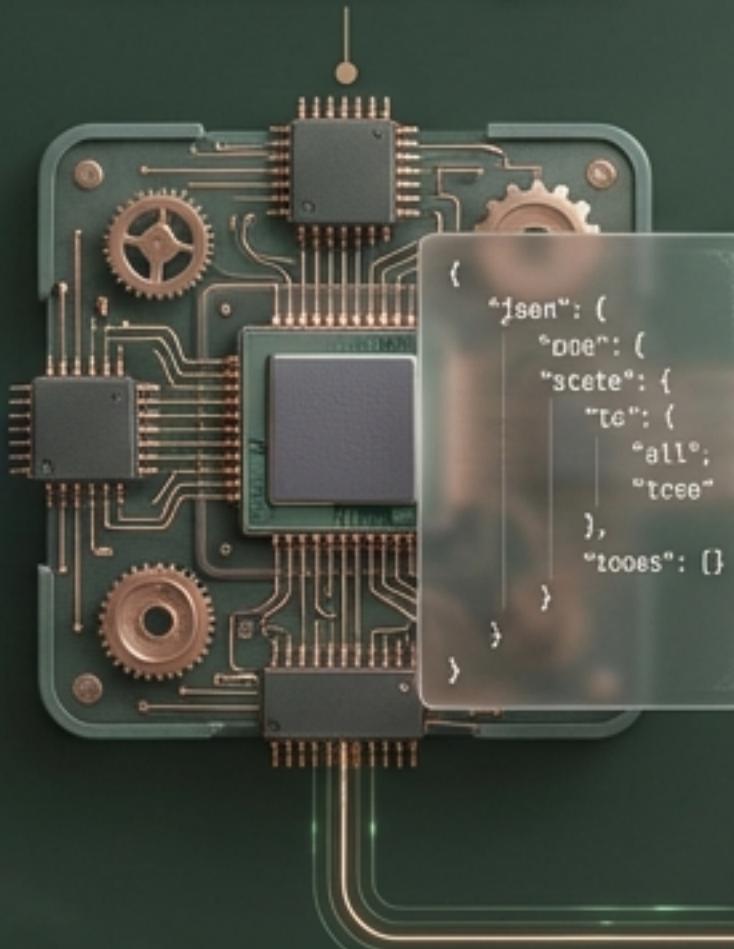
# 工作流 I：大脑与契约

## Planning Phase

Jira Card



Orchestrator Agent



Spec Agent

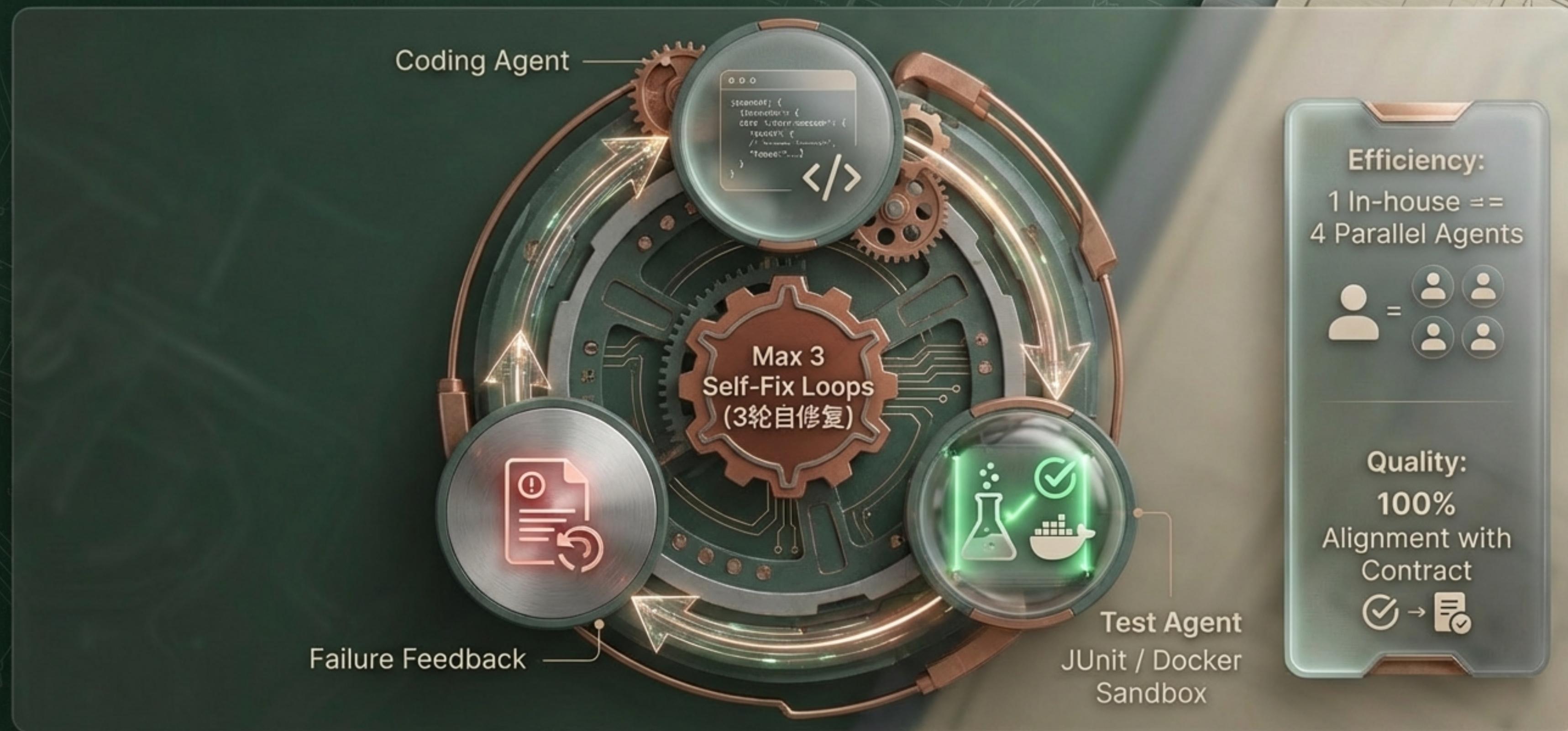


**Contract-First Constraint**

No code written until  
Plan is Approved.

“此步骤替代了冗长的技术方案评审会”

# 工作流 II: 自愈研发循环



# 工作流 III：守门员体系

## SECURITY GATES

Review Agent  
(3D Audit)

Performance (性能)

Security (安全 - SonarQube)

Norms (规范)

Smoke Agent  
(Real World)



JD (京东)



Douyin (抖音)



Mini-Program  
(小程序)

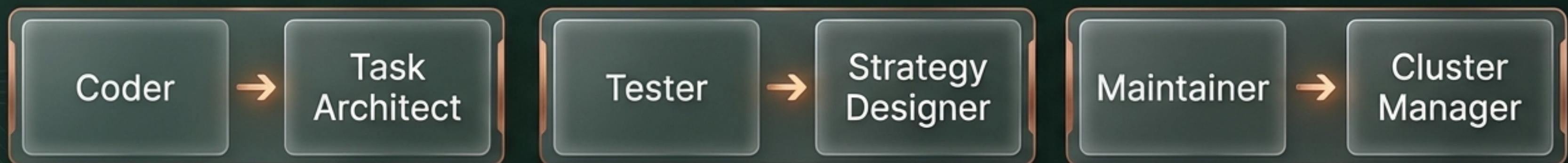
BLOCKER Mechanism:  
Any Contract deviation = Immediate Stop.



# 协同模型：人机新边界



In-house Staff Transformation:



Target Human-Touch Time < 90 mins per task

# 治理体系：KPI 矩阵

## Command Center Dashboard

Quality - FPR (First Pass Rate)



Autonomy - Self-Fix Rate



Cost - Token-vs-PSP



Safety - Contract Deviation



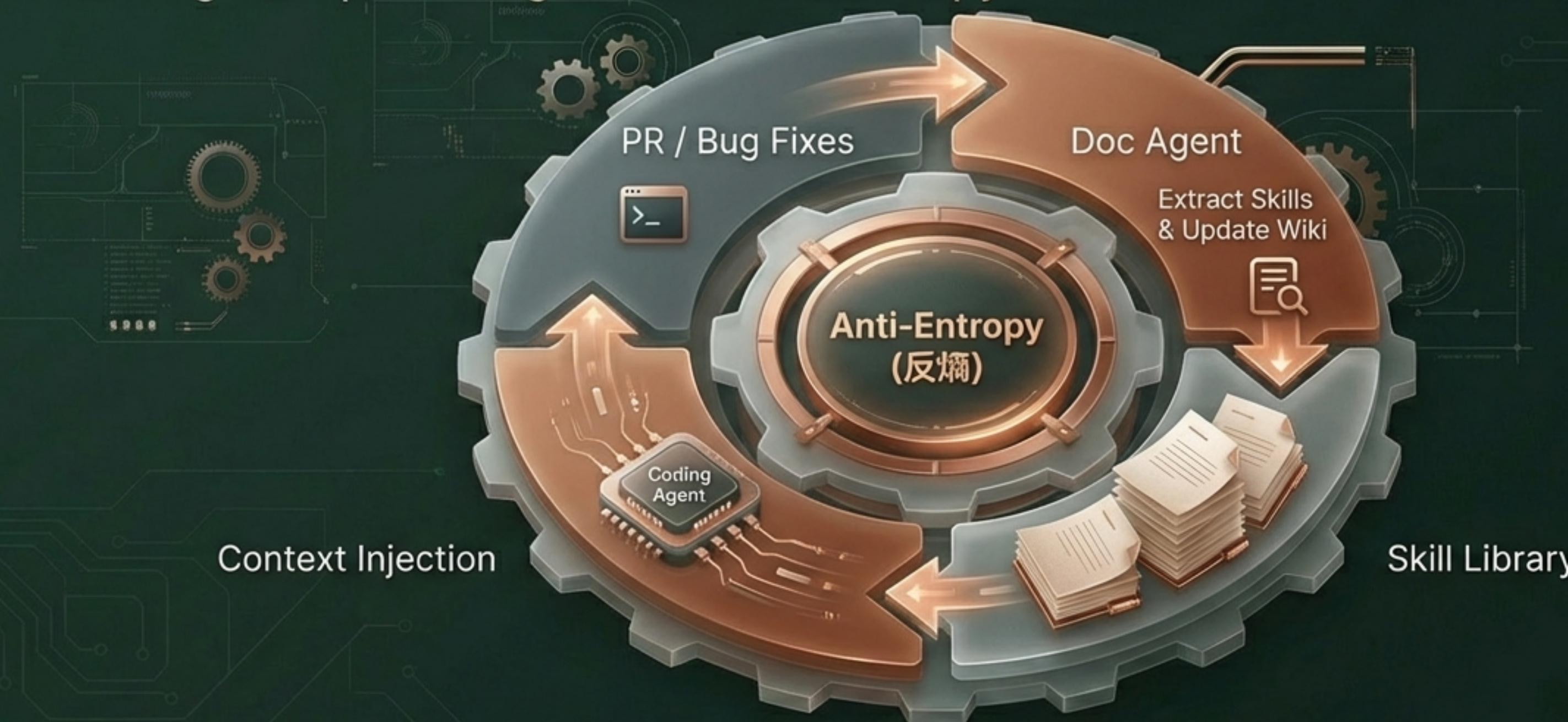
0%

CONTRACT DEVIATION

Governance Rule: Weekly KPI Auto-Report | Quarterly Strategic Alignment

# 知识闭环：Doc Agent与反熵

Knowledge Loop: Doc Agent and Anti-Entropy



Auto-identify stale docs > 90 days

# 准入体系：风险熔断

## Offboarding Protocol Checklist



### Performance Degradation

FPR < 60% for 2 weeks -> **Archive Agent**



### Skill Pollution

Bad pattern injection -> **Rollback Skills**



### Security Incident

Vulnerability detected -> Immediate **Kill Switch**



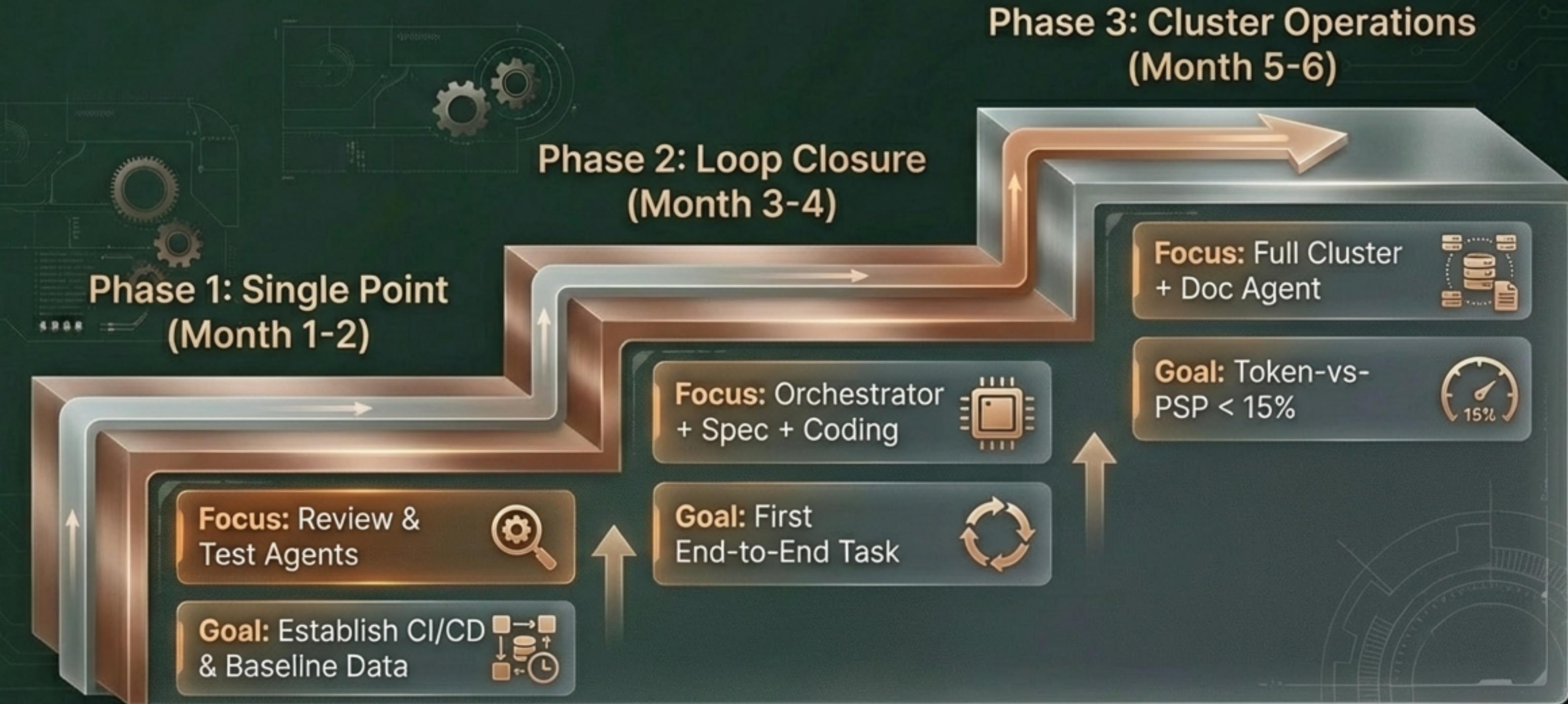
### Risk Control

Check-Dependency Validation (**Prevent Hallucinations**)



Protocol Status: ACTIVE - SYSTEM RISK MITIGATION ENABLED

# 实施路径：三阶段演进



↗ Protocol Status: ACTIVE - SYSTEM IMPLEMENTATION IN PROGRESS

# MVP Case Study

## MVP 试点： 营销活动配置接口

MISSION DOSSIER

- Target:**  
Starbucks Marketing Activity Configuration
- Why:**  
High repetition, clear boundaries
- Squad:**  
1 Human Architect + 3 Agents
- Objective:**  
48 Hours (Requirement to Merged Code)
- Metrics:**  
Compare vs. Historical Outsourcing Data

Protocol Status: ACTIVE - MISSION EXECUTION IN PROGRESS

# 愿景：重塑研发生产力

