TECHNICAL SKILLS ASSESSMENT MATRIX

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NaviFloor Robotics, Inc.

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1. PURPOSE AND SCOPE

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1. This Technical Skills Assessment Matrix ("Matrix") establishes the standa

2. This Matrix applies to all technical positions within Research & Developn

2. CORE TECHNICAL COMPETENCY AREAS

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1. Robotics Systems Architecture

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Advanced Mobile Robot Design

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Multi-Surface Navigation Systems

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LiDAR Integration & Calibration

-

Terrain Mapping Algorithms

Fleet Management Systems

-

2. Software Development

-

C++ Programming (Advanced)

-

Python Development

-

ROS Framework

-

Real-time Operating Systems

-

Distributed Systems Architecture

3. Hardware Engineering

- Sensor Integration
- Motor Control Systems
- Power Management
- PCB Design
- Mechanical Systems Integration

- 4. AI/ML Capabilities

Machine Learning Algorithms

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Computer Vision

-

Deep Learning Frameworks

-

Neural Network Architecture

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Training Data Management

3. PROFICIENCY LEVELS

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1. Level Definitions

Level 1: Basic Knowledge (Entry-level competency)

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Level 2: Working Knowledge (Independent execution)

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Level 3: Advanced Knowledge (Team leadership capability)

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Level 4: Expert Knowledge (Industry-leading expertise)

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Level 5: Master Level (Innovation/Research leadership)

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2. Assessment Criteria

Each proficiency level shall be evaluated based on:

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Theoretical knowledge

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Practical implementation experience

-

Project complexity handled

-

Innovation contribution

-

Leadership demonstration

4. POSITION-SPECIFIC REQUIREMENTS

-

1. Senior Robotics Engineer

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Minimum Level 4 in Robotics Systems Architecture

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Minimum Level 3 in Software Development

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Minimum Level 3 in Hardware Engineering

-

Minimum Level 2 in AI/ML Capabilities

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2. Systems Integration Specialist

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Minimum Level 3 in Robotics Systems Architecture

-

Minimum Level 4 in Software Development

-

Minimum Level 3 in Hardware Engineering

-

Minimum Level 2 in AI/ML Capabilities

-

3. Research Scientist

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Minimum Level 3 in Robotics Systems Architecture

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Minimum Level 3 in Software Development

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Minimum Level 2 in Hardware Engineering

-

Minimum Level 4 in AI/ML Capabilities

5. ASSESSMENT METHODOLOGY

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1. Evaluation Process

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Quarterly technical reviews

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Project-based assessments

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Peer review feedback

-

Technical documentation review

-

Innovation contribution evaluation

2. Documentation Requirements

All assessments must include:

- Detailed competency scoring
- Project examples demonstrating proficiency
- Technical challenge responses
- Innovation contributions
- Professional development plans

6. CAREER PROGRESSION FRAMEWORK

1. Advancement Criteria

- Demonstrated proficiency at current level for minimum 12 months
- Successful completion of two major projects
- Technical leadership demonstration
- Innovation contribution record
- Mentorship of junior team members

2. Development Planning

Individual development plans required quarterly

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Technical training requirements

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Certification targets

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Research publication goals

-

Patent contribution expectations

7. CONFIDENTIALITY AND INTELLECTUAL PROP

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1. All technical skills assessments and related documentation are considered

2. Technical innovations, methodologies, and implementations identified dur

8. REVIEW AND UPDATES

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1. This Matrix shall be reviewed and updated annually by the Technical Lead

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2. Updates require approval from:

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Chief Technology Officer

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Chief Research Officer

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VP of Engineering

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Human Resources Director

9. AUTHORIZATION

This Technical Skills Assessment Matrix is approved and adopted as of Janu

11, 2024.

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NaviFloor Robotics, Inc.
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Dr. Elena Kovacs

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