

# Technical Career Progression Pathways

## CONFIDENTIAL DOCUMENT

PROPRIETARY AND CONFIDENTIAL INFORMATION OF NEXUS INTELLIGENT SYSTEMS, INC.

## PREAMBLE

This Technical Career Progression Pathways document ("Document") is established by Nexus Intelligent Systems, Inc. (the "Company") to define comprehensive professional development frameworks for technical personnel, effective as of January 22, 2024.

## 1. DEFINITIONS

1 "Technical Tracks" shall mean the predefined career advancement pathways for technical professionals within the organization.

2 "Career Level" refers to the hierarchical progression stages within each technical track, characterized by increasing responsibility, technical complexity, and organizational impact.

3 "Competency Framework" means the structured assessment methodology used to evaluate professional capabilities and readiness for advancement.

## 2. TECHNICAL CAREER TRACKS

The Company establishes the following primary technical career tracks:

### 1 Software Engineering Track

- Junior Software Engineer
- Software Engineer
- Senior Software Engineer
- Principal Software Engineer
- Distinguished Engineer

### 2 Data Science & AI Track

- Junior Data Scientist
- Data Scientist

- Senior Data Scientist
- Lead Data Scientist
- Chief Data Scientist

### 3 Infrastructure & Cloud Engineering Track

- Junior Cloud Engineer
- Cloud Engineer
- Senior Cloud Engineer
- Cloud Architecture Specialist
- Chief Technology Architect

## **3. PROGRESSION CRITERIA**

### 1 Advancement Requirements

Each career level shall require:

- a) Demonstrated technical proficiency
- b) Successful completion of performance evaluations
- c) Acquisition of specified technical competencies
- d) Recommendation from direct management
- e) Approval from Track Leadership Committee

### 2 Competency Assessment

Progression shall be evaluated across multiple dimensions:

- Technical Skills
- Problem-Solving Capabilities
- Leadership Potential
- Innovation Contribution
- Strategic Thinking

## **4. PROFESSIONAL DEVELOPMENT SUPPORT**

### 1 Learning Resources

The Company commits to providing:

- Annual professional development budget

- Technical conference attendance
- Online learning platform access
- Internal mentorship programs
- Certification support

## 2 Continuous Learning Expectations

Technical professionals are expected to:

- Maintain current technological expertise
- Pursue relevant industry certifications
- Contribute to internal knowledge sharing
- Demonstrate continuous skill enhancement

## **5. COMPENSATION AND BENEFITS ALIGNMENT**

### 1 Compensation Bands

Each career level corresponds to a defined compensation range, reviewed annually for market competitiveness.

### 2 Performance Incentives

- Annual performance-based bonuses
- Equity compensation opportunities
- Merit-based salary adjustments

## **6. GOVERNANCE AND ADMINISTRATION**

### 1 Oversight

The Chief Technology Officer and Human Resources Department shall jointly administer this framework.

### 2 Annual Review

This document shall undergo comprehensive review and potential revision annually.

## **7. DISCLAIMER**

1 This document represents a framework and does not constitute an employment contract.

2 The Company reserves the right to modify, suspend, or terminate these pathways at its sole

discretion.

## **8. EXECUTION**

Approved and Implemented:

Dr. Elena Rodriguez

Chief Executive Officer

Nexus Intelligent Systems, Inc.

Date: January 22, 2024

## **9. CONFIDENTIALITY CLAUSE**

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