Deloitte.

EXPECTATION FRAMEWORK
ANDROID

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PRACTIONERS LEVEL IN KROGER

Android Developer [ANALYST]

Sr Android Developer[CONSULTANT]

Technical Lead[SPECIALIST SENIOR]

Mobile Architect [SPECIALIST MASTER]

ANDROID DEVELOPER [ANALYST]

Focus on craft knowledge growth, building competency around the android ecosystem, and investing time in learning new components.	**MEETS**
Fair understanding of the core android components such as activities, fragment, services, jetpack component etc.	**MEETS**
Sound understanding of Client's ecosystem. Including core components such as kafcore, sat extras, report issue, diagnostics, dynatrace, analytics etc.	**MEETS**
Work closely with other developers in knowledge sharing, having deep understanding of the Client's coding guidelines and architecture.	**EXCEEDS**
Collaboration across team members of the project, attending the tech sessions to gain more understanding of the core modules and their updates.	**MEETS**
Should be able to divide tasks into subtasks, and develop and code the business use cases within the stipulated time frame.	**EXCEEDS**
Fair understanding of test case coverage, should cover line/methods for the business logics and reduce defect leakage to QA.	**EXCEEDS**
Performing dev sanity on the builds before handing over to the QA team, making sure there are no critical crashes or defects in the flow.	**EXCEPTIONAL**

Code standards should be in accordance to industry, as well as Client's standards. Must adhere to sonar rules and avoid major issues in the sonar dashboard.	**EXCEEDS**
Pull requests should be raised to the senior developers and leads with proper comments and documentation wherever applicable, there shouldn't be any major review comments from the leads that requires big changes.	**EXCEPTIONAL**
Should have frequent connects with the senior developers, discuss and analyse the best solution before jumping into development.	**EXCEEDS**
Ability to identify, highlight issues, blockers and dependencies to the senior developers and tech leads with proper details and self-analysis.	**EXCEPTIONAL**
Timely updates to the team members about the current progress and update tickets accordingly.	**MEETS**
Triaging, fixing in sprint defects raised by the QA team.	**MEETS**

SR ANDROID DEVELOPER[CONSULTANT]

Focused on expanding experience and proficiency in android, with solid understanding of relevant areas.	**MEETS**
Proficient in android core principles and guidelines. Such as coroutines, lifecycle, compose, jetpack, test framework etc.	**MEETS**
As a senior developer of the team, one should own the modules/feature sets of the project with minimal supervision from the tech leads.	**EXCEEDS**
Should be well versed with the Client's design and architecture principles and must adopt such guidance into their respectively owned modules. This includes the knowledge and implementation details of core-android libraries and component including SAT-Extras, Kafcore, KDS designs etc.	**EXCEPTIONAL**
Able to work on user requirements with minimal help from leads and deliver stories within the estimated deadlines.	**EXCEEDS**
Code standards must be in accordance with practice as well as Client's guidelines.	**MEETS**
Solution needs to be reviewed and approved by the tech leads before implementation is done.	**MEETS**
Production defect fixes and triage within the Client's SLA for medium, high and critical issues.	**MEETS**

Active participation in technical grooming sessions and asks relevant questions based on the requirements.	**EXCEEDS**
Coding standards should promote code re-usability, maintainability, and modularity.	**EXCEEDS**
Dev Sanity needs to be performed on the SNAPSHOT/TEST builds before handing the builds to the QA, making sure it doesn't have any major blocking defects and crashes.	**EXCEPTIONAL**
Pull request should be concise with proper details, there shouldn't be major comments from ductape or internal reviewer that results in big changes.	**EXCEEDS**
Timely updates to the tech lead and scrum master about the current state and progress on the stories.	**MEETS**
Proactive in calling out cross/in team dependencies before the stories are picked for development. This will include close communications with the services developers, core android team(ductape) engineers.	**EXCEPTIONAL**
Should guide the junior developers and resolve their queries.	**EXCEEDS**

TECHNICAL/ANDROID LEAD [SPECIALIST SENIOR]

Subject matter expert for the team, should be approachable by the team members within the project.	**MEETS**
Works as a capability/application owner, act as a bridge between the Product and Engineering team.	**MEETS**
Should be proficient in android architecture principles such as MVVM, MVI, Clean architecture etc and must be prudent while picking the best architecture for an application.	**MEETS**
Expertise in solving complex problems and should be able to breakdown business use cases into concise stories for the team to work on.	**EXCEEDS**
Add tech enablers in the backlog, refine and prioritize items to reduce the tech debt.	**MEETS**
Should frequently review the application health, code hygiene (updating readme, release information etc) and make sure it adheres to the Client's architecture design principles and guidelines of application readiness.	**MEETS**
Working closely with the onshore leads from core-android team and resolve dependencies within the team. This includes updating the team members with the version upgrades from ductape and other core modules.	**MEETS**

Should lead the tech enablers and spikes for new integrations with core libraries, and android components.	**MEETS**
Build creation and deployment activities with mobility team before code freeze.	**MEETS**
Should review the architecture designs with the mobile architect and get it approved before laying down the structure for the project. In case of an already existing project, it's important for the lead to review the code structure and come up with recommendations to improve the overall quality.	**EXCEEDS**
Fair understanding of overall application design, including backend technologies, CI/CD to adjudge the best possible solution and the layer at which it should reside.	**EXCEPTIONAL**
Perform diligent code reviews, assess the code quality and standards, provide proper review comments and feedbacks to improve.	**MEETS**
Should be able to resolve conflicts in git and fix build issues before code freeze.	**MEETS**
Work closely with the Product owners and Scrum masters to call out dependencies with cross teams and perform necessary due diligence for the story estimations before freezing the design.	**MEETS**
Should groom the senior developers in the team and connect with them regularly to understand pain areas and suggest best approaches to solve the problem.	**MEETS**
Work with the senior developer in case he/she is stuck with a critical issue and should be able to guide the team out of such situations.	**MEETS**

Mitigate any risk that may occur and should be proactive in giving recommendations and best practices to the team.	EXCEEDS

MOBILE/ANDROID ARCHITECT [SPECIALIST MASTER]

Works as a pro specialist and expert in the domain and craft.	**MEETS**
Ability to drive, large scale, highly complex cross team android applications within the Client program.	**MEETS**
Working closely with the android leads within program and ensure they follow the design guidelines and principles laid down for android applications.	**MEETS**
Collaboration with onshore architects from clients to validate the solutions before giving it to the teams across talent hub.	**MEETS**
Should have sound knowledge of the retail domain in which Client operates, point out system inefficiencies, and propose the most optimal solution.	**EXCEEDS**
Good understanding of the backend system and other platforms such as Cloud to oversee the overall design and architecture of the whole application end-to-end.	**EXCEPTIONAL**
Reviewing estimations done by the leads across various teams and verify it against the available frameworks within the practice and Client. Making sure it covers intra-team dependencies, complexity etc.	**EXCEEDS**
Designing, solutioning new use cases and capabilities, using available tools and components to reduce unnecessary time.	**EXCEEDS**
Should be effective in communication and proficient while articulating technical solutions to the leadership and the clients.	**MEETS**
Should drive technical discussions with the Client/onshore architects and convince them on the technical trade-offs, approaches, bringing the discussions to closure and finalizing the architecture with no big re-works in future.	**EXCEPTIONAL**

Works with the Product managers within the program to define the roadmaps and set vision for the teams.	**MEETS**
Grooming tech leads and bringing them up to speed, sharing feedbacks and areas to improve with them.	**MEETS**
Should guide the teams in the matter of conflict of interests, de-escalations, consensus building across teams to come up with the best solution.	**EXCEEDS**
Organize architecture/ tech meetups with the program leads to build up community of practice with relevant stakeholders within the Client program.	**EXCEEDS**

MILESTONE CANDIDATES

For all the practioners, who are operating at next level and have promotions due in the current financial year, need to fulfil the expectation criteria of the succeeding level.

For instance, a consultant (promotion year) should act as a technical lead.

NOTE: *The document will be used to assess your role and level in the project.*