

I JUST CAN'T WAIT TO BE
SENIOR

Matthew Sanabria

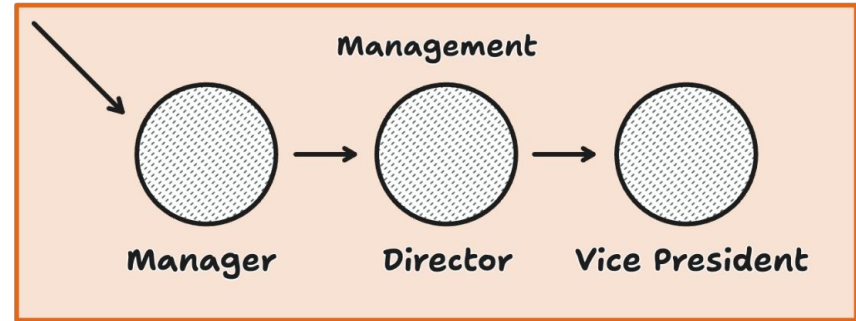
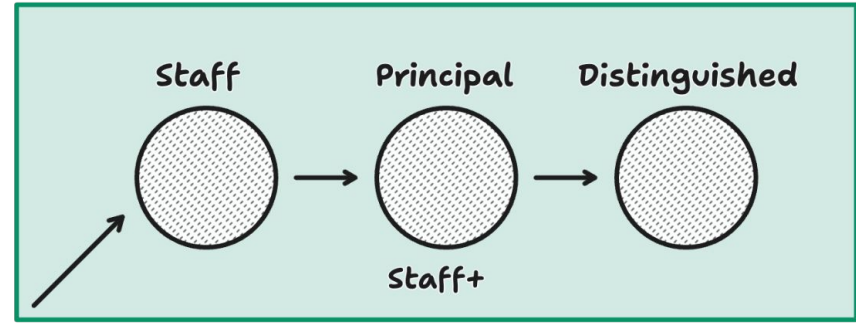
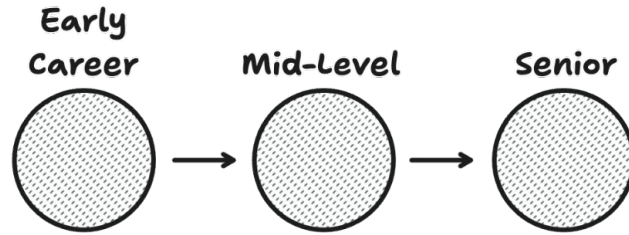
ABOUT ME

Staff Site Reliability
Engineer

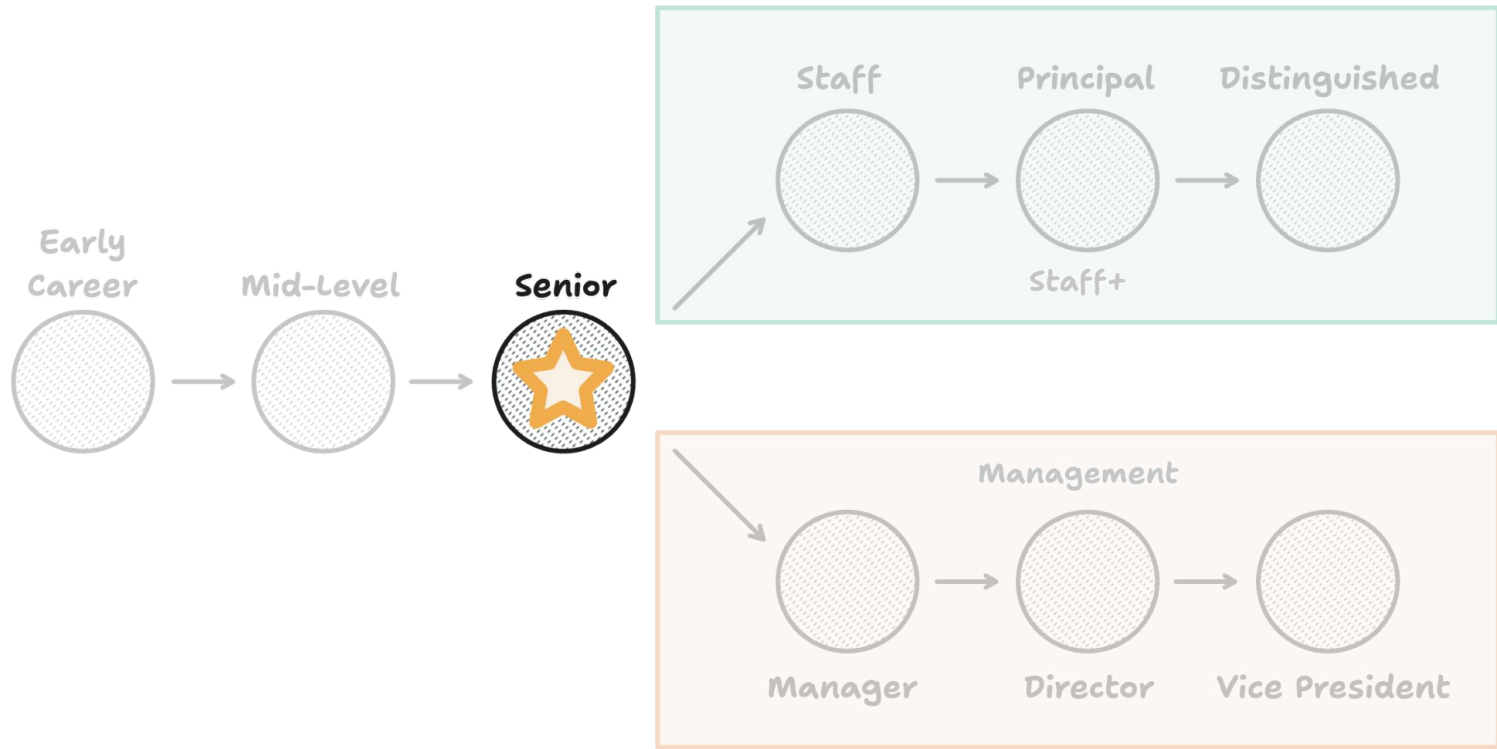
matthewsanabria.dev
@sudomateo



CAREER LEVELS



ENGINEERING CAREER LEVELS



CAREER LEVEL SWEET SPOT

EARLY-CAREER TO SENIOR

CRAFT

Proficiency with tools and the environment.

What skills do you have?

What knowledge do you have?

Can you learn new skills?

Are you depending on others?

Are you writing?

Does your manager see your craft?

DELIVERY

Ability to ship quality features alone and with others.

Are you repeating mistakes?

Do you frequently require assistance from others?

Do you discuss the problem with your team?

Are you writing?

Do teammates feel the impact of your delivery?

LEADERSHIP

Technical and social
influence.

Are you contributing to
the code and processes?

Are you giving and
receiving feedback?

Do you receive mentoring?

Are you writing?

Are teammates influenced
by your leadership?

SENIOR TO STAFF+

CRAFT

Proficiency with tools and the environment.

Can you rapidly prototype ideas with new skills?

Are you using your craft to guide decisions?

Can you identify trade offs?

Are you writing?

Do other teams benefit from your craft?

DELIVERY

Ability to ship quality features alone and with others.

Is your delivery predictable and reliable?

Can you resolve blockers?

Can you break up projects and delegate work?

Are you writing?

Do other teams feel the impact of your delivery?

LEADERSHIP

Technical and social
influence.

Can you lead long-term
projects?

Do you define strategy for
one or more team?

Do you mentor others?

Are you writing?

Are other teams influenced
by your leadership?

CAN I HAVE SENIOR NOW?



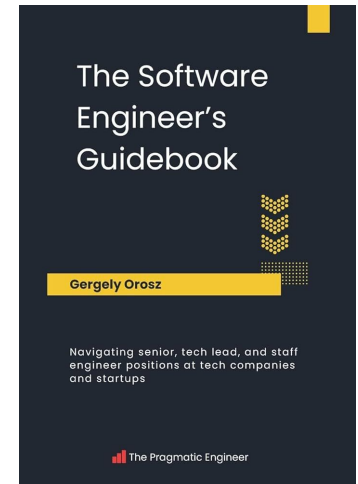
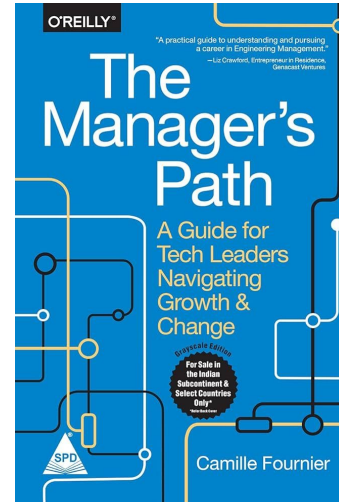
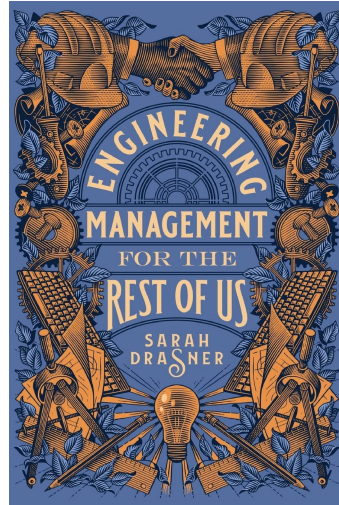
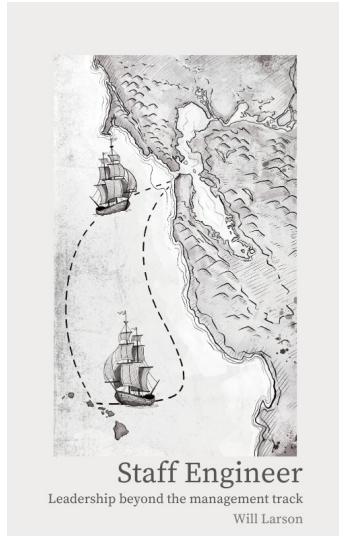
ZAZU'S "NOT YET" MOMENT

FIND YOUR CAREER MATRIX

Level	Title	Description
L1	Intern	_____
L2	Apprentice	_____
L3	Engineer I	_____
L4	Engineer II	_____
L5	Senior	_____
L6	Staff	_____

CAREER MATRIX

RESOURCES TO GROW



BOOKS TO READ

BOOK INFORMATION

- <https://staffeng.com/book>
- <https://www.engmanagement.dev/>
- <https://www.oreilly.com/library/view/the-managers-path/9781491973882/>
- <https://www.engguidebook.com/>

THANK YOU!

matthewsanabria.dev

x.com/@sudomateo

youtube.com/@sudomateo

linkedin.com/u/sudomateo



QUESTIONS?