Coforge Ltd - Graduated Career Path & Designations
wef April 1, 2021
Version 8.0

Role & Designation Matrix

Role Bands	1	2	3	4	5	6	7	8
Benefit Plan	P	Q	Q	Q	R	R	S	S
ADM								
ADM Services -> Roles	Junior Developer	Developer	Senior Developer	Analyst	Architect	Lead Architect	Practice Head/Technology Head	Global Practice Head/Global Technology Head
Designation - 1	Associate Software Engineer	Software Engineer	Senior Software Engineer	Technical Analyst	Technical Architect	Solutions Architect	Principal Architect	Senior Vice President/Chief Technology Officer
Designation - 2				Technology Specialist	Senior Technical Architect	Enterprise Architect	Chief Architect	Executive Vice President/Chief Technology Officer
Testing Services -> Roles	Junior Tester	Tester	Senior Tester	Analyst	Architect	Lead Architect/Practice Lead	Practice Head	Global Practice Head
Designation - 1	Associate Test Engineer	Test Engineer	Senior Test Engineer	Test Analyst	Test Architect	Solutions Architect - Testing Services/Practice Leader - Testing Services	Associate Vice President - Testing Services	Senior Vice President - Testing Services
Designation - 2				Test Specialist	Senior Test Architect	Senior Solutions Architect - Testing Services/Senior Practice Leader - Testing Services	Vice President - Testing Services	Executive Vice President - Testing Services
SAP Services -> Technology Roles	Junior Developer	Developer	Senior Developer	Analyst	Architect	Lead Architect	Practice Head	Global Practice Head
Designation - 1	Associate Software Engineer	Software Engineer	Senior Software Engineer	Technical Analyst - SAP	Technical Architect - SAP	Solutions Architect - SAP	Principal Architect - SAP	Senior Vice President
Designation - 2				Technology Specialist - SAP	Senior Technical Architect - SAP	Enterprise Architect - SAP	Chief Architect - SAP	Executive Vice President
SAP Services -> Functional Roles		Associate	Senior Associate	Analyst	Consultant	Practice Lead	Practice Head	Global Practice Head
Designation - 1		Associate - Process	Senior Associate - Process	Functional Analyst	Functional Solutions Designer	Functional Solutions Architect/Practice Leader	Associate Vice President	Senior Vice President
Designation - 2				Functional Specialist	Senior Functional Solutions Designer	Program Solutions Architect/Senior Practice Leader	Vice President	Executive Vice President
Agile Engineering -> Roles				Project Lead - Agile	Project Head - Agile	Program Head - Agile		
Designation - 1				Team Leader - Agile	Group Scrum Master	Scrum Coach		
Designation - 2				Scrum Master	Chief Scrum Master	Scrum Mentor		
PROGRAM MANAGEMENT								
Program Execution - > Roles				Project Lead	Project Head	Program Head	Delivery Head	Global Delivery Head
Designation - 1				Team Leader	Project Manager	Program Manager	Associate Vice President	Senior Vice President
Designation - 2				Project Leader	Senior Project Manager	Delivery Manager	Vice President	Executive Vice President
Transition Management -> Roles				Project Lead - Transition	Project Head - Transition	Program Head - Transition		
Designation - 1				Team Leader - Transition	Project Manager - Transition	Program Manager - Transition/Practice Leader - Transition		
Designation - 2				Project Leader - Transition	Senior Project Manager - Transition	Senior Practice Leader - Transition		
ISM (Integrated Service Management) - > Roles				Project Lead	Project Head	Program Head	Service Delivery Head	Global Service Delivery Head
Designation - 1				Team Leader - Service Management	Project Manager - Service Management	Program Manager - Service Management	Associate Vice President - Service Management	Senior Vice President - Service Management
Designation - 2				Project Leader - Service Management	Senior Project Manager - Service Management	Delivery Manager - Service Management	Vice President - Service Management	Executive Vice President - Service Management
DELIVERY ENABLEMENT (Roles -->)								
Delivery Excellence ->Roles			Senior Associate	Analyst	Project Head	Practice Lead	Practice Head	Global Practice Head
Designation - 1			Senior Associate - Delivery Excellence	Analyst - Delivery Excellence	Project Manager - Delivery Excellence	Program Manager- Delivery Excellence/Practice Leader- Delivery Excellence	Associate Vice President	Senior Vice President
Designation - 2				Specialist- Delivery Excellence	Senior Project Manager - Delivery Excellence	Senior Practice Leader - Delivery Excellence	Vice President	Executive Vice President
PMO - > Roles			Senior Associate	Project Lead - PMO	Project Head - PMO	Program Head - PMO		
Designation - 1			Senior Associate - PMO	Team Leader - PMO	Project Manager - PMO	Program Manager - PMO/Practice Leader - PMO		
Designation - 2				Project Leader - PMO	Senior Project Manager - PMO	Senior Practice Leader - PMO		

INFRASTRUCTURE MANAGEMENT SERVICES								
DevOps	Junior Associate	Associate	Senior Associate	Analyst	Consultant	Strategist	Practice Head	Global Practice Head
Designation - 1	Junior Associate - DevOps Services	Associate - DevOps Services	Senior Associate - DevOps Services	Analyst - DevOps Services	Consultant - DevOps Services	Strategist - DevOps Services/Practice Leader - Devops Services	Associate Vice President - IMS	Senior Vice President - IMS
Designation - 2				Specialist - DevOps Services	Senior Consultant -DevOps Services	Evangelist - DevOps Services/Senior Practice Leader - Devops Services	Vice President - IMS	Executive Vice President - IMS
Datacentre (As Service)	Junior Associate	Associate	Senior Associate	Analyst	Consultant	Strategist	Practice Head	Global Practice Head
Designation - 1	Junior Associate - Datacentre Services	Associate - Datacentre Services	Senior Associate - Datacentre Services	Analyst - Datacentre Services	Consultant - Datacentre Services	Strategist - Datacentre Services/Practice Leader - Datacentre Services	Associate Vice President - IMS	Senior Vice President - IMS
Designation - 2				Specialist - Datacentre Services	Senior Consultant-Datacentre Services	Evangelist - Datacentre Services/Senior Practice Leader - Datacentre Services	Vice President - IMS	Executive Vice President - IMS
IT Ops	Junior Associate	Associate	Senior Associate	Analyst	Consultant	Strategist	Practice Head	Global Practice Head
Designation - 1	Junior Associate - IT Ops Services	Associate - IT Ops Services	Senior Associate - IT Ops Services	Analyst - IT Ops Services	Consultant - IT Ops Services	Strategist - IT Ops Services/Practice Leader - IT Ops Services	Associate Vice President - IMS	Senior Vice President - IMS
Designation - 2				Specialist - IT Ops Services	Senior Consultant- IT Ops Services	Evangelist - IT Ops Services/Senior Practice Leader - IT Ops Services	Vice President - IMS	Executive Vice President - IMS
Cyber Security	Junior Associate	Associate	Senior Associate	Analyst	Consultant	Strategist	CISO/Practice Head	Global Practice Head
Designation - 1	Junior Associate - Cyber Security Services	Associate - Cyber Security Services	Senior Associate - Cyber Security Services	Analyst - Cyber Security Services	Consultant - Cyber Security Services	Strategist - Cyber Security Services/Practice Leader - Cyber Security Services	Associate Vice President - IMS	Senior Vice President - IMS
Designation - 2				Specialist - Cyber Security Services	Senior Consultant - Cyber Security Services	Evangelist - Cyber Security Services/Senior Practice Leader - Cyber Security Services	Vice President - IMS	Executive Vice President - IMS
Workplace (As Service)	Junior Associate	Associate	Senior Associate	Analyst	Consultant	Strategist	Practice Head	Global Practice Head
Designation - 1	Junior Associate - Workplace Services	Associate - Workplace Services	Senior Associate - Workplace Services	Analyst - Workplace Services	Consultant - Workplace Services	Strategist - Workplace Services/Practice Leader - Workplace Services	Associate Vice President - IMS	Senior Vice President - IMS
Designation - 2				Specialist - Workplace Services	Senior Consultant -Workplace Services	Evangelist - Workplace Services/Senior Practice Leader - Workplace Services	Vice President - IMS	Executive Vice President - IMS
SERVICE DESIGN (SDO) (Roles -->)								
Solution Design	Junior Associate	Associate	Senior Associate	Solutions Lead	Solutions Head	Practice Lead	Service Design Head	Global Service Design Head
Designation - 1	Junior Associate - Service Design	Associate - Service Design	Senior Associate - Service Design	Technical Solutions Analyst/Business Solutions Analyst/Research Solutions Analyst/Pre-sales Solutions Analyst	Technical Solutions Consultant/Business Solutions Consultant/Research Consultant/Pre-sales Solutions Consultant	Technical Solutions Architect/Business Solutions Architect/Research Leader/Pre-sales Solutions Architect/Practice Leader	Associate Vice President	Senior Vice President
Designation - 2				Technical Solutions Specialist/Business Solutions Specialist/Research Solutions Specialist/Pre-sales Solutions Specialist	Senior Technical Solutions Consultant/Senior Business Solutions Consultant/Senior Research Consultant/Senior Pre-sales Solutions Consultant	Senior Technical Solutions Architect/Senior Business Solutions Architect/Senior Research Leader/Senior Pre-sales Solutions Architect/Senior Practice Leader	Vice President	Executive Vice President
Service Design Support	Junior Associate	Associate	Senior Associate	Group Lead	Group Head	Practice Lead	Service Design Head	Global Service Design Head
Designation - 1	Junior Associate - Service Design	Associate - Service Design	Senior Associate - Service Design	Assistant Manager - Service Design	Group Manager - Service Design	Practice Leader - Service Design	Associate Vice President	Senior Vice President
Designation - 2				Manager - Service Design	Senior Manager - Service Design	Senior Practice Leader - Service Design	Vice President	Executive Vice President
VERTICAL MANAGEMENT (Roles -->)								
Vertical Management - > Roles		Associate	Senior Associate	Analyst - Vertical	Consultant - Vertical	Practice Lead	Practice Head	Global Practice Head
Designation - 1		Business Associate	Senior Business Associate	Business Analyst	Business Solutions Consultant	Business Solutions Strategist/Practice Leader	Associate Vice President	Senior Vice President
Designation - 2				Business Solutions Specialist	Senior Business Solutions Consultant	Business Solutions Evangelist/Senior Practice Leader	Vice President	Executive Vice President

	PRODUCT Design and Development (Roles -->)							
Product Management (Product Research & Analysis)		Associate	Senior Associate	Product Lead	Product Owner	Product Strategist	Product Head	Global Product Head
Designation-1		Product Associate	Senior Product Associate	Product Analyst	Product Champion	Product Strategist	Principal Product Architect	Senior Vice President
Designation-2				Product Specialist	Product Expert	Product Evangelist	Chief Product Architect	Executive Vice President
Product Engineering (Design, Architecture & Development)	Junior Developer	Developer	Senior Developer	Analyst	Architect	Strategist	Product Technology Head	Global Product Head
Designation-1	Associate Product Developer	Product Developer	Senior Product Developer	Technical Analyst - Product Design & Development	Technical Architect - Product Design & Development	Strategist -Product Design & Development	Principal Architect - Product Design & Development	Senior Vice President
Designation-2				Technology Specialist - Product Design & Development	Senior Technical Architect - Product Design & Development	Evangelist-Product Design & Development	Chief Architect - Product Design & Development	Executive Vice President
Product Testing	Junior Tester	Tester	Senior Tester	Analyst	Architect			
Designation-1	Associate Product Tester	Product Tester	Senior Product Tester	Product Test Analyst	Product Test Architect/Product Quality Manager			
Designation-2				Product Test Specialist	Senior Product Test Architect/Senior Product Quality Manager			
DIGITAL SERVICES								
DX Analysis		Associate - UX	Senior Associate - UX	Analyst - DX	Architect - DX	Strategist - DX		
Designation - 1		Associate - UX Analysis	Senior Associate - UX Analysis	DX Analyst	DX Architect	DX Strategist		
Designation - 2				DX Specialist	DX Expert	DX Evangelist		
DX Design	Junior Designer	Designer	Senior Designer	Design Analyst	Design Architect	Design Strategist		
Designation - 1	Associate - Interactive Design	Interactive Designer	Senior Associate - Interactive Design	Interactive Design Analyst	Interactive Design Architect	Strategist - Interactive Design		
Designation - 2				Interactive Design Specialist	Interactive Design Expert	Evangelist - Interactive Design		
Analytics								
Data Science (Designations.-->)	Junior Engineer	Engineer	Senior Engineer	Analyst	Architect	Strategist		
Designation - 1	Associate - Data Engineer	Data Engineer	Senior Data Engineer	Data Analyst	Data Architect	Data Strategist		
Designation - 2				Data Specialist	Data Expert	Data Evangelist		
Analytics (Designations.-->)			Senior Associate - Analytics	Analyst	Architect	Strategist		
Designation - 1			Senior Analytics Associate	Analytics Lead	Analytics Architect	Analytics Strategist		
Designation - 2				Analytics Specialist	Analytics Expert	Analytics Evangelist		
Digital Enterprise Practice (Designations.-->)					Digital Architect	Strategist/Practice Lead	Digital Technology Head/Practice Head	Global Practice Head
Designation - 1					Digital Technology Architect	Digital Strategist/Practice Leader - Digital Services	Principal Digital Architect/Associate Vice President - Digital Services	Senior Vice President - Digital Services
Designation - 2					Digital Technology Expert	Digital Evangelist/Senior Practice Leader - Digital Services	Chief Digital Architect/Vice President - Digital Services	Executive Vice President - Digital Services
Technology Innovation Practice	Junior Associate	Associate	Senior Associate	Analyst	Architect	Strategist/Practice Lead	Practice Head	Global Practice Head
Designation - 1	Junior Technical Member	Technical Member	Senior Technical Member	Technical Analyst	Technical Architect	Technology Strategist/Practice Leader - Technology & Innovations	Principal Architect	Senior Vice President/Chief Technology Officer
Designation - 2				Technology Specialist	Senior Technical Architect	Technology Evangelist/Senior Practice Leader - Technology & Innovations	Chief Architect/Vice President	Executive Vice President/Chief Technology Officer

Client Relationship/Sales/Business Management								
Client Relationship/Engagement				Client Relationship Lead	Senior Client Relationship Lead	Client Relationship Head	Client Partner/Industry Leader	Industry Partner
Overseas assignments-Designation 1				Account Manager/Engagement Manager	Senior Account Manager/Senior Engagement Manager	Account Director/Engagement Director	Associate Vice President - Client Engagement/ Client Partner	Senior Vice President - Client Engagement
Designation 2					Associate Account Director/Associate Engagement Director	Senior Account Director/Senior Engagement Director	Vice President - Client Engagement	ExecutiveVice President - Client Engagement
Client Relationship/Engagement				Client Relationship Lead	Senior Client Relationship Lead	Client Relationship Head	Client Partner/Industry Leader	Industry Partner
Domestic assignments-Designation 1				Account Manager/Engagement Manager	Senior Account Manager/Senior Engagement Manager	Client Relationship Manager	Associate Vice President - Client Engagement/ Client Partner	Senior Vice President - Client Engagement
Designation 2					Associate Client Relationship Manager	Senior Client Relationship Manager	Vice President - Client Engagement	ExecutiveVice President - Client Engagement
Sales Management (Roles -->)		Frontline Sales	Business Development	Business Manager	Regional Sales Head	Country Sales Head	BU/Industry Sales Head	Global Sales Head
Overseas assignments-Designation 1		Business Devt. Executive	Sr. Bus. Devt. Executive	Business Manager	Senior Business Development Manager	Director -Business Development/Sales	Associate Vice President - Business Development/Sales	Senior Vice President -Business Development/Sales
Designation 2				Business Development Manager	Associate Director - Business Development/Sales	Senior Director -Business Development/Sales	Vice President -Business Development/Sales	Executive Vice President - Business Development/Sales
Sales Management (Roles -->)		Frontline Sales	Business Development	Business Manager	Regional Sales Head	Country Sales Head	BU/Industry Sales Head	Global Sales Head
Domestic assignments-Designation 1		Sales Executive	Senior Sales Executive	Sales Manager	Area Sales Manager	National Sales Manager	Associate Vice President - Sales	Senior Vice President -Sales
Designation 2				Senior Sales Manager	Regional Sales Manager		Vice President - Sales	Executive Vice President -Sales
Business Management (Roles -->)		Executive	Senior Executive	Group Lead	Group Head	Division Head/Country Head	Region Head	Business Unit Head
Overseas assignments-Designation 1		Business Associate/Management Trainee	Senior Business Associate	Business Manager	Area Business Manager	Country Business Manager/Director - Business Management	Associate Vice President	Senior Vice President
Designation 2				Senior Business Manager	Associate Director - Business Management	Senior Director - Business Management	Vice President	Executive Vice President
Business Management (Roles -->)		Executive	Senior Executive	Group Lead	Group Head	Division Head/Country Head	Region Head	Business Unit Head
Domestic assignments-Designation 1		Business Associate/Management Trainee	Senior Business Associate	Business Manager	Area Business Manager	Country Business Manager/Divisional Business Manager	Associate Vice President	Senior Vice President
Designation 2				Senior Business Manager	Regional Business Manager	Senior Divisional Business Manager	Vice President	Executive Vice President
ORGANISATIONS (HRO-FSO-CSO-Marketing Roles -->)								
Organisations (Roles -->)	Junior Executive	Executive	Senior Executive	Group Lead	Group Head	Division Head	Function Head	Global Organization Head
Overseas assignments-Designation 1	Junior Executive	Executive	Senior Executive	Assistant Manager	Group Manager/	Director/	Associate Vice President	Senior Vice President/
		Management Trainee			Deputy Financial Controller	Financial Controller		Chief Financial Officer/Chief People Officer
Designation 2				Manager	Associate Director/	Senior Director/	Vice President	Executive Vice President/
					Deputy Financial Controller	Financial Controller		Chief Financial Officer/Chief People Officer
Organisations (Roles -->)	Junior Executive	Executive	Senior Executive	Group Lead	Group Head	Division Head	Function Head	Global Organization Head
Domestic assignments-Designation 1	Junior Executive	Executive	Senior Executive	Assistant Manager	Group Manager/	Divisional Manager/	Associate Vice President	Senior Vice President/
		Management Trainee			Deputy Financial Controller	Financial Controller		Chief Financial Officer/Chief People Officer
Designation 2				Manager	Senior Manager/	Senior Divisional Manager/	Vice President	Executive Vice President/
					Deputy Financial Controller	Financial Controller		Chief Financial Officer/Chief People Officer
Partnership & Alliance (Roles -->)								
Partnership & Alliance	Junior Associate	Associate	Senior Associate	Group Lead	Group Head			
Designation - 1	Junior Associate -Partnership & Alliance	Associate - Partnership & Alliance	Senior Associate - Partnership & Alliance	Assistant Manager - Partnership & Alliance	Group Manager - Partnership & Alliance			
Designation - 2				Manager - Partnership & Alliance	Senior Manager - Partnership & Alliance			

Mobile Engineering (Technical Stream)							
Mobile Engineering (Technical Stream)		**Developer**	**Senior Developer**	**Analyst**	**Architect**	**Lead Architect**	**Practice Head/Technology Head**	**Global Practice Head**
Designation - 1		**Software Engineer**	**Senior Software Engineer**	**Technical Leader**	**Technical Manager /Engineering Manager /Architect - Carrier / Device**	**Division Head - Sustaining Engineering/ Enterprise Application/ SW Project Management, Solutions Architect**	**Principal Architect**	**Senior Vice President**
Designation - 2				**Senior Technical Leader**	**Senior Technical Manager /Senior Engineering Manager/ Senior Architect - Carrier / Device**	**Senior Division Head - Sustaining Engineering/ Enterprise Application/ SW Project Management, Senior Solutions Architect - Carrier**	**Chief Architect**	**Executive Vice President**
Mobile Engineering (Managerial Stream)							
Mobile Engineering (Managerial Stream)				**Project Lead**	**Project Head**	**Program Head**	**Delivery Head/ Technology Head**	**Global Delivery Head**
Designation - 1				**Team Leader**	**Project Manager**	**Program Manager**	**Associate Vice President**	**Senior Vice President**
Designation - 2				**Associate Project Manager**	**Senior Project Manager**	**Senior Program Manager**	**Vice President**	**Executive Vice President**
Mobile Testing							
Mobile Testing		**Tester**	**Senior Tester**	**Analyst**	**Architect**	**Lead Architect**	**Practice Head**	**Global Practice Head**
Designation - 1		**Test Engineer**	**Senior Test Engineer**	**Test Analyst/ Test Leader**	**Test Architect/ Test Manager**	**Solutions Architect - Testing Services/ Practice Leader – Testing Services**	**Associate Vice President - Testing Services**	**Senior Vice President**
Designation - 2				**Senior Test Analyst/ Senior Test Leader**	**Senior Test Architect/ Senior Test Manager**	**Senior Solutions Architect - Testing Services/ Senior Practice Leader – Testing Services**	**Vice President - Testing Services**	**Executive Vice President**

Note:

All Role Changes and Designation changes would be subject to approvals and availability of role.

Role Change from Band 1 to Band 2, Band 2 to Band 3 would be based on Tenure, Qualification, Performance & recommendation for offshore and would be based on Tenure, Performance & recommendation for onshore.

Role Change from Band 3 to Band 4, Band 4 to Band 5, Band 5 to Band 6 would be based on Tenure, Performance & recommendation.

Minimum stay for Designation Change in Band 4 would be 2 years & above depending on tenure, performance & recommendation.

Minimum stay for Designation Change in Band 5 and Band 6 would be 3 years & above depending on tenure, performance & recommendation.

Any movement to Band 7 & above would be based on management decision, depending on performance & readiness.

Mobile Engineering and Mobile Testing streams are applicable only for SONIM employees