

Software Engineer Framework

Job Type: Individual Contributor

Skill	L1 (Junior)	L2	L3	L4	L5 (Senior)
Software Development	Assists in basic coding tasks under supervision, focusing on learning best practices and understanding code structures.	Independently codes and debugs features, contributing to codebase with moderate guidance.	Leads complex coding projects, mentors junior developers, and ensures high-quality code delivery.	Influences and drives broader development initiatives across multiple teams, setting coding standards.	Shapes organizational software development strategies, driving innovation and large-scale initiatives.
Software Architecture	Learns foundational architectural concepts and participates in small architecture discussions.	Contributes to architectural decisions within a project with guidance, understanding trade-offs.	Leads architecture design for projects, ensuring scalability and maintainability.	Oversees architectural standards across teams, promoting best practices and integration.	Defines and drives the overall architectural vision and strategy at an organizational level.
Problem Analysis	Identifies simple problems and seeks guidance for resolution.	Analyzes and resolves moderately complex problems independently, proposing solutions.	Diagnoses complex issues affecting team-level projects, suggesting effective solutions.	Anticipates potential problems across projects, influencing strategic solutions.	Tackles organization-wide challenges, innovating solutions that drive business success.
Software Design	Assists in design tasks, learning to apply design principles under guidance.	Designs components or features within a project, considering user requirements.	Leads design for significant projects, balancing functional and non-functional requirements.	Guides design standards and practices across multiple projects and teams.	Drives the organizational design strategy, ensuring alignment with business goals.
Development Testing	Writes basic test cases and learns testing methodologies with supervision.	Independently implements testing strategies to ensure code quality and reliability.	Leads testing framework development, mentoring others in best practices.	Innovates testing methods across teams, ensuring comprehensive test coverage.	Shapes the testing vision and strategy for the organization, focusing on quality and efficiency.
Prioritization	Prioritizes tasks with guidance, focusing on learning time management.	Independently prioritizes project tasks, balancing competing demands.	Leads prioritization efforts for team projects, ensuring alignment with team goals.	Influences prioritization across teams, aligning with organizational objectives.	Drives strategic prioritization at an organizational level, aligning with long-term goals.

Scope	Responsible for completing assigned coding tasks and participating in code reviews.	Handles entire components or modules, leading small projects with limited oversight.	Owns major subsystems, leading complex projects and mentoring team members.	Influences technical direction of multiple teams, ensuring alignment with strategic goals.	Directs technical strategy at an organizational level, driving cross-departmental initiatives.
Impact	Contributes to team success by delivering tasks on time and learning new technologies.	Enhances team productivity by autonomously solving problems and improving systems.	Boosts team performance by leading critical projects and implementing best practices.	Drives strategic improvements across teams, fostering innovation and collaboration.	Shapes organizational outcomes by leading transformative initiatives and setting industry standards.