

PRODUCT DESIGN JOBS LEVELS AT XSOLLA



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Highlights

Associate	Middle	Senior	Staff	Principal
<p>Be aware <i>Values, design processes, product strategy</i></p>	<p>Follow <i>Values, design processes, product strategy</i></p>	<p>Influence <i>Values, design processes, product strategy</i></p>	<p>Drive <i>Values, design processes, product strategy</i></p>	<p>Raise the bar <i>Values, design processes, product strategy</i></p>
Asks for the help of senior colleagues, developing autonomy	Works mostly autonomously on tasks, asks for the help of colleagues in complex tasks	Works autonomously on complex tasks	Works autonomously on complex tasks, drives projects with team help	Works autonomously
Responsible for part of the product	Works and influences on the whole product	Works on product and able to influence on several products	Influence across products in the unit	Works across products in the unit
Basic knowledge in product and system design	Solid knowledges in product design	Growing knowledges in related areas (code, communications, product, management)	Expertise and growing experience in related areas (code, communications, product, management)	Experience in several related fields (code, communications, product, management)

Behavior

Associate

Middle

Senior

Staff

Principal

Values and principals

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| <ul style="list-style-type: none">• Know team values, design processes and principles | <ul style="list-style-type: none">• Follow the design process according to values and principals | <ul style="list-style-type: none">• Influence on team values, principles, and processes | <ul style="list-style-type: none">• Evaluate and define design principles and design processes within R&D | <ul style="list-style-type: none">• Be promoter and drive the evolution of principles and processes in R&D |
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Feedback

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| <ul style="list-style-type: none">• Learn to take and give feedback effectively• Use feedback as a point of self growth | <ul style="list-style-type: none">• Take and give effective feedback.• Use feedback as a point of self growth. | <ul style="list-style-type: none">• Proactive seek for feedback.• Consider feedback as a tool for team development. | <ul style="list-style-type: none">• Use different ways to get and give feedback. Help the team share feedback. | <ul style="list-style-type: none">• Drive feedback from the team and use it as a point of company growth |
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Collaboration

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| <ul style="list-style-type: none">• Take part in the discussion and stay open to diverse opinions• Use collaboration as rocket fuel for yourself• Learn to present ideas and show results of work clearly | <ul style="list-style-type: none">• Strive to get more opinions and use discussions to find the best solutions• Take part in collaborative work to help the team succeed• Present ideas and results to assure transparency and feedback exchange | <ul style="list-style-type: none">• Enrich the team with different opinions and start discussions• Start collaborations to boost the team and get better solutions• Help the team present solutions and organize expertise exchange | <ul style="list-style-type: none">• Help the team create a confident space where every member can be heard• Facilitate collaborations and other team activities• Drive team growth by exchange of knowledges, collaboration and mentoring | <ul style="list-style-type: none">• Evaluate the way we work together and share our experience |
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Leadership and proactivity

<ul style="list-style-type: none"> Asks for the help of senior colleagues, developing autonomy 	<ul style="list-style-type: none"> Works mostly autonomously on tasks, asks for the help of colleagues in complex tasks 	<ul style="list-style-type: none"> Works autonomously on complex tasks 	<ul style="list-style-type: none"> Works autonomously on complex tasks, drives projects with team help 	<ul style="list-style-type: none"> Works autonomously
<ul style="list-style-type: none"> Learn to plan and prioritize tasks to be focused on important. Own your own work. Be a part of the product team. Ask for help and help others 	<ul style="list-style-type: none"> Plan and prioritize tasks autonomously according to the company's goals Cooperate proactively with the product team to overcome gaps, solve problems and ship the best results Be involved in the design team activities 	<ul style="list-style-type: none"> Own product, be co-leader in the product team Be an active member of the design team. Bring new initiatives. Help colleagues in the team and beyond the team 	<ul style="list-style-type: none"> Lead design work across multiple teams and projects Drive design team activities. 	<ul style="list-style-type: none"> Take ownership across multiple teams. Co-lead your unit with other group managers.

Growth

<ul style="list-style-type: none"> Actively look for mentorship Proactive in getting education and career plans 	<ul style="list-style-type: none"> Follow the education plan and independently plan your training 	<ul style="list-style-type: none"> Grow expertise in related professions (coding, communication, product, management) 	<ul style="list-style-type: none"> Grow experience in related professions (coding, communication, product, management) Support team with mentoring 	<ul style="list-style-type: none"> Be a role model of growth mindset
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Business & Customers

Associate

Middle

Senior

Staff

Principal

Business

<ul style="list-style-type: none"> • Be aware of company vision and strategy • Know competitors on the market, product goals and roadmap. • Take part in roadmap planning. 	<ul style="list-style-type: none"> • Have a strong understanding of company business. • Strive to learn more about competitors & market. • Take part in roadmap planning autonomously 	<ul style="list-style-type: none"> • Have a strong understanding of industry. • Be able to identify gaps and opportunities for the product. • Influence on product vision and roadmap. 	<ul style="list-style-type: none"> • Contribute to product strategy. • Define how we discover future opportunities and gaps for the product. • Drive product roadmap planning. 	<ul style="list-style-type: none"> • Contribute to unit vision and strategy. • Define and of how we discover gaps and opportunities for the unit • Drive product unit roadmap planning.
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Customers

<ul style="list-style-type: none"> • Understand the basics of human centered design. • Know customers' goals and needs. 	<ul style="list-style-type: none"> • Have a solid understanding of customers, their needs and goals. • Know how to get more insights about customers. 	<ul style="list-style-type: none"> • Use different methods to get information about customers to find more insights. • Monitor how people's habits and behavior patterns change in industry. 	<ul style="list-style-type: none"> • Share new methods to learn more about customers to see future opportunities. 	<ul style="list-style-type: none"> • Define how we learn more about customers to see future opportunities.
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Execution

Associate Middle Senior Staff Principal

Decision making

<ul style="list-style-type: none"> • Start a task with setting problems and goals. • Know metrics of success. • Look for various ways to solve problems. 	<ul style="list-style-type: none"> • Align business and customer needs based on problems, goals and success metrics. • Start and continue to work with a hypothesis. • Explore the range of solutions and present them to the team. 	<ul style="list-style-type: none"> • Drive defining problems, goals and success metrics. • Generate hypotheses together with the team. • Consider how a solution affects the ecosystem, not only one product. 	<ul style="list-style-type: none"> • Drive work with hypotheses • Be a troubleshooter at the product 	<ul style="list-style-type: none"> • Define how we work with hypotheses. • Be a troubleshooter in the unit.
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Research

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| <ul style="list-style-type: none">● Know principal methods of UX research.● Take part in the UX research with help from senior colleagues. | <ul style="list-style-type: none">● Have a solid base and understanding of research methods.● Validate results of work and get feedback from colleagues and customers.● Involve product team in research. | <ul style="list-style-type: none">● Can choose a proper method and design research process.● Conduct discovery and validation research to find insights and generate hypotheses.● Promote user centered approach in the team. | <ul style="list-style-type: none">● Expand the research tools in the company.● Apply qualitative and quantitative methods both● Drive strategic research in product.● Be the advocate of research. | <ul style="list-style-type: none">● Drive strategic research in the unit. |
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System Design

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| <ul style="list-style-type: none">● Systematize information to create interfaces.● Consider the design as a system, not a set of screens.● Know system limitations.● Maintains consistency in layouts and scenarios. | <ul style="list-style-type: none">● Systematize a lot of inputs into clear user flows.● Align system limitations with requirements.● Focus on consistency in layouts and scenarios. | <ul style="list-style-type: none">● Ship complex modular systems that transform into intuitive products.● Maintain consistency in scenarios, communication and brand. | <ul style="list-style-type: none">● Ship intuitive products and design principles to assure future scalability.● Help colleagues to maintain consistency in scenarios, communication, and brand. | <ul style="list-style-type: none">● Drive and help to define our fundamentals and design principles.● Find gaps and opportunities to improve consistency and ways to maintain it. |
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Visual language and communications design

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| <ul style="list-style-type: none">● Know the basics of graphic design - layouts, hierarchy, typography and color principles● Use moodboards● Use design system | <ul style="list-style-type: none">● Collaborate with communication designers.● Increase expertise by looking at the best cases in industry● Contribute to our design system | <ul style="list-style-type: none">● Influence aesthetic and fill gaps in visual language by leading collaboration with communication designers● Influence on design system architecture● Consider communication with customers as an important part of the product | <ul style="list-style-type: none">● Help to define and scale our visual language by principals, guidelines, and design systems● Focus on product and brand experience both● Help to boost expertise of the team by sharing experience and mentoring | <ul style="list-style-type: none">● Find gaps and opportunities for building end-to-end consistent experiences |
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Shipping

<ul style="list-style-type: none">• Understand that the result of the designer's work is a ready product• Monitor the quality of the design implementation	<ul style="list-style-type: none">• Work closely with the engineering team to ensure quality of solution shipping• Provide balance between speed and quality of product shipping	<ul style="list-style-type: none">• Constantly look for opportunities to increase the quality of solutions and team performance	<ul style="list-style-type: none">• Define and improve the way we ship design and collaborate within R&D	<ul style="list-style-type: none">• Define and improve the way we ship design and collaborate within R&D
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