



# [Developer Applicant] Skill Tree

Thank you for your interest in joining Sanctuary Computer as a developer!

This exercise is designed to help our hiring team determine your [skill level and corresponding salary band](#) should we decide to extend an offer.

If you join Sanctuary Computer as a full-time employee, the evaluation process will expand to include both your own and your peers' assessments across the **Individual Contributor**, **Studio Impact**, and **Engineer** tabs within our [Skill Tree framework](#).

For this exercise, however, we will focus exclusively on the **Engineer** tab, while asking you to provide examples related to **Studio Impact**. If we choose to move forward with technical interviews, those will also give us further insight into where you might land in the skill tree overall.

## [Skill Tree Reference Document](#)

### Instructions:

You may think of some notes as you go along. Be sure to record them in [the notes section](#) below so you can reference them during your discussion about the skill tree.

1. Open up the [Engineer tab](#) in the Skill Tree.

- Go through each category (e.g., **Quality & Testing: Resiliency & Defensive Programming**) and review the requirements listed under each skill level.

garden3d	Welcome to our Skill Tree. <a href="#">Learn more</a> about how to us it, make updates, and everything else.			
Level	Junior	Mid	Experienced Mid	Senior
Radius	Project Team	Project → Studio	Studio	Studio → garden3d
Quality & Testing				
QT1 Resiliency & Defensive Programming	I always accounts for edgecases, non-happy-paths and I write detailed comments when necessary.	I write my code "defensively", carefully looking for possible lines of code that may fail (particularly around IO boundaries) and harden my work with an eye toward resilient codepaths.  I write sanitization layers (using Zod, io-ts, Ruby's Strong Params, Elixir Pattern Matching, etc) when loading data from 3rd parties to ensure my system behaves predictably.	I have proven experience writing production-ready, highly testable code.  My code accounts for unpredictable IO boundaries of all kinds (3rd party APIs, interprocess communication, node clustering, geographic inconsistencies) and I carefully sanitize inputs to ensure resiliency and safety.  I ensure my systems never swallow possible errors, and bubble all possible exceptions up to my Bug Reporting & Logging tools.	I have developed a strong vocabulary & opinions around proven industry techniques and best practices to improve code resiliency, and I'm able to communicate those opinions.  When designing systems, I account for failure points at all integration points and levels, including failures in any platforms or 3rd party systems I'm building against.  I am comfortable helping others improve their ability to write highly precise code, and teach others about testability, "defensive programming", error propagation and other techniques for building resilient systems.

- Choose the cell that best describes your experience and write down the corresponding skill level: **J (Junior)**, **ML (Mid Level)**, **EML (Experienced Mid Level)**, **S (Senior)**, or **L (Lead)**. We'll ask about these experiences in the skill tree review meeting we have with candidates prior to extending an offer.

Senior
Studio → garden3d
<p>I have developed a strong vocabulary &amp; opinions around proven industry techniques and best practices to improve code resiliency, and I'm able to communicate those opinions.</p> <p>When designing systems, I account for failure points at all integration points and levels, including failures in any platforms or 3rd party systems I'm building against.</p> <p>I am comfortable helping others improve their ability to write highly precise code, and teach others about testability, "defensive programming", error propagation and other techniques for building resilient systems.</p>

- Next, assign a consistency rating from **1 (Still Learning)** to **5 (Exceptional)**:
  - If you're new to the behavior described, you're likely a 1 or 2.
  - If you're experienced but don't feel ready for the next band, you're likely a 4 or 5.

*Below are the consistency ratings and their descriptions to help guide you.*

Consistency	Description
<b>1: Still Learning</b>	Employees in this category are considered "Still Learning" or extremely early to a category, and significant improvement or growth is required for

	this band to be applicable.
<b>2: Mostly Meets Expectations</b>	Employees in this category are considered “Inconsistent Performers” and may need additional development to fully meet expectations.
<b>3: Fully Meets Expectations</b>	Employees in this category are considered “Effective Performers” and achieving this rating indicates success in the role.
<b>4: Exceeds Expectations</b>	Employees in this category are considered “High Performers” and stand out relative to the majority of their peers.
<b>5: Exceptional</b>	Employees in this category are considered “Role Models” and are widely recognized by their peers and leaders across the company for their performance.

### **Calculating your band:**

You’ve now selected your skill level and consistency rating for each category. It’s time to calculate your total score!

Here’s how the calculation works:

<b>Rating</b>	<b>Points</b>	<b>Consistency</b>	<b>Points</b>
J	+10	1	+0
ML	+20	2	+2
EML	+30	3	+4
S	+40	4	+6
L	+50	5	+8

## **Craft skills: Engineer**

Insert your skill levels and consistency ratings under each category in the table below. Then total up the points.

Examples are provided below. Please delete them and insert your own scores.

	Rating	Consistency	Points
<b>Engineer</b>			
Quality & Testing	+40 (Senior)	1 (Still learning)	40
Debugging & Observability	+30 (EML)	4 (Exceeds expectations)	36
Software Architecture & Security <sup>1</sup>			
Deployment & Ops <sup>1</sup>			
Git Fluency & Code Reviews			
<b>Total:</b>			

## Studio Impact

In this section, we'd like to better understand your experience in areas such as leading a company, managing a team or department, working as an engineer, serving as a staff engineer or technical lead, or working in a client services environment, among others.

*The text in italics in the table below serves as examples to guide you in completing this section. Please delete the examples and enter your own answers in the table. It's okay to leave cells blank.*

Please describe your previous experience in any of the roles listed in the table below:

What was your role?	How many years of experience do you have?	What was the experience?
I am or have worked in a Client Services Environment	1 year	<i>I joined all the weekly client check-ins and gave updates on progress and timelines. I also picked up 1–2 new client-specific tools or technologies each quarter to meet their needs.</i>
I am or have worked as a Developer	5 years	<i>I've completed most of my tickets during sprints (85–90% done on time), helped get features through QA smoothly, and pair-programmed with teammates frequently to share ideas and improve code quality.</i>

<sup>1</sup> Full-stack developers should select a skill level that reflects both **Back-End (BE)** and **Front-End (FE)** skills. Back-end-focused developers should score based on **BE** skills, while front-end developers should score according to **FE** skills.

<b>I am or have been an Engineering Manager</b>	<i>3-4 years</i>	<i>I led a team of 5–10 engineers, making sure everyone was clear on their roles and workloads were balanced. I balanced 3–5 projects at once and kept things 95% on schedule and within budget. I helped hire and onboard three developers.</i>
<b>I am or have been a Technical Lead or Architect</b>	<i>8-10 years</i>	<i>I kept our team on track with 90%+ task completion, tackled technical debt with regular refactoring (cutting it by 10–20% quarterly), and mentored junior developers, helping them level up faster (20% improvement in skills or onboarding within 6 months).</i>
<b>I am or have been a CTO, Technical Founder, or Director</b>	<i>10+ years</i>	<i>I oversaw a team of 10 product developers and software engineers, identified and assessed emerging technologies to maintain a competitive edge resulting in 250K additional revenue.</i>

**Notes:**

Once you have completed the skill tree exercise, please notify the hiring team via email. They will review it internally and provide you with the next steps, if applicable. Thank you!

