	Title	Technical Skill	Deliverable	Impact	Communication	Leadership	Notes								
i le	dem	Broad knowledge of one CS concepts.  Focus on growing as an engineer, learning existing tools assured and recognized	Makes shady progress on tasks:		Stactive in communicating status to the team Accepts feedback graciously and learns from everything they do	No Expectations at this level									
E1 E1	ngineer I	Winter functional, readable, clean code with guidation; consistently follows stated bear precibilities. Proceedings of the process Participate in sectional design of features with guidance. Bugins to focus on attaining expertise in one or more areas (eq. Mobiliti-Timeware/Cloud) Mobilitimeware/Cloud) Works to Simprove their debugging skills by taking on more complax bugs.	Capable of taking well-defined sub-	Self-sufficient in at least one large area of the codebase with a high- level understanding of other components	Gives timely, helpful feedback to peers and manager Communicate assumptions and gest confidence on states up front in minimize the reset for reset. Exhibits Deate Core Values, Excuses on understanding, and viting these values Communications technical decisions in mulgi RFC, Software Demonty, and the Deate Software Doos										
E2 E1	ngineer II	Learns from previous expensance and begins to more accurately estimate work. Learns quickly and makes steady progress without the need for constant significant feedback from more senior engineers. Able to debug most issues with little	Able to own small-to-medium features from sechnical design through completion;  Capable of prioritizing tasks; avoids getting caught up in unimportant details and endiess "biseshedding". Takes the initiative to fix issues before being assigned them.		Solicits feedback from others and is eager to find ways to improve Understands how their work fits in 50 the larger project and identifies problems with recomments Communicates effectively cross functions; is able to work well with Product; Design, Data, Harchawe etc, as necessary	Mentors junior engineers on areas of the codebase they are familiar with.									
E3 Se	enior Engineer	Able to debug effectively and groductively, and groductively, clear debug plan for any eluberion. It is a second plan for any eluberion or the provision schools and seeing for non-schools and desiciation that impact of their teams or proposes are in which not plan plan features and proposes are in with molegale. Democratises in recording of industry trends, including classification of classification of classification of classification of classification of classification of the control schools register to machine schools register. One control seed searches are classification of the control schools register.	Parasistent in the fage of conditional colonia as accessary. Requires colonia as accessary. Requires colonia as accessary. Requires colonia as accessary. Requires colonia as accessary ac	Possesses empathy with the user of the software they are producing and uses that empathy to guide decision- making identifies problems hists of own work and others.	Subsected by a defined between the bodies, weighter and product meets are least to studies and product meets are least to studies. But it is allowed to study the studies are least to studies and studies are least to studies. The studies of the studies are least to studies are least to studies, but the studies of the studies are studied, and office to studies are least to studies.	Martins prior regimen or basis not programming, singly shows, and programming, singly shows, and programming, singly shows, and programming from the control of the control									
* The exp		evel are cumulative unless specifically called or 'matually' level-up	200												

Name	Description						
Velocity	The number of completed story points in a month over the number of business days in a month						

Smart	Generate new ideas, quickly understand difficult concepts and have a thirst for learning.
Focused	When we are at work, we are focused, and working on the most important things. No one should have to work more than 40 hours a week regularly. We value work/life balance.
Transparent	We share the good and the bad. Innovation happens while solving problems, and others can help if we know about problems early.
Ideas win	Great ideas win, regardless of where they come from. Not based on company hierarchy.
Challenge respectfully	Listen first with the mindset of learning something you don't know. Ideas don't get better if they aren't challenged, so we challenge respectfully.
Team first	We respect the contribution that different perspectives can bring to a problem. We create an environment that benefits from the speed of trust.
Accountability	We hold ourselves and others accountable. We do what we say and we say what we're going to do.