

Career Path at Yousign - Developer							
Level	Sub-level	Technical Skills	Collaboration / Communication	Engineering Processes	Hiring	Scope of responsibility	Scope of influence
Level 1 (Associate Developer)	1.1	- Can develop simple features under the direct supervision of a more experienced developer - Has a first professional experience with a programming language / a framework	- Is eager to learn and use constant feedback as a source of improvement - Asks for help anytime it is necessary - Participates in team rituals	N/A	N/A	His/her own progression	Himself/herself and his/her own tasks
	1.2 <i>In addition to all previous skills and responsibilities</i>	- Operational with Yousign core technologies (depending on its specialties) - Can craft simple Merge Requests - Is able to follow Yousign testing practices	Is able to articulate a technical problem he/she faces	BUILD - Can follow YS Engineering processes up to crafting a Merge Request RUN - Can handle a non-critical bug fix	N/A	- His/her own progression - The features / tasks he/she works on	Himself/herself and his/her own tasks
	1.3 <i>In addition to all previous skills and responsibilities</i>	Can identify and suggest technical improvements	Same as 1.2	BUILD - Can review a simple Merge Requests RUN - Can understand and use the monitoring dashboard and tools of his/her team	N/A	same as 1.2	Himself/Herself and his/her own tasks
Level 2 (Developer)	2.1 <i>In addition to all previous skills and responsibilities</i>	Is comfortable working on almost any part of the stack, with an appropriate ramp up	- Provides clear feedback to his/her peers and managers on : Technical quality / Goals and features specification clarity	BUILD - Proactively documents his/her own work	Participates in technical interviews	His/her team (build and run scope)	His/her current project
	2.2 <i>In addition to all previous skills and responsibilities</i>	- Proficient in defining an applicative and technical architecture, together with a more senior developer (> 3.x) - Know how to improve and refactor effectively and existing piece of code	- Understands stakes, needs and processes of other team members (Developers, Product Managers, Designers, SREs, OAs) - Can contribute to feature development scoping and organization	BUILD - Fully autonomous on YS Engineering Processes - Can estimate the required effort to complete a small to medium tasks RUN - Solves technical problems of moderate scope and complexity - Autonomous on bug-fixing cycle - In capacity to deploy in Production	Is able to articulate a clear feedback on technical skills	- Shares the responsibility of features delivery, with quality, security, and performance in mind, together with a more experienced developer (3.x) - Identifies the factors slowing down our efficiency as a team (ex: "technical debt"), propose and implement solutions with a more experienced developer (3.x)	His/her team
	2.3 <i>In addition to all previous skills and responsibilities</i>	- Has a good knowledge of his/her team codebase and application ownership and use it to help his/her team make wise decisions on architecture and feature design - Knows how to handle performance and optimization problems and demonstrates an ability to both diagnose and prevent these problems	- Can mentor a level 1.x developer on simple tasks - Can efficiently communicate about complex technical, architectural, and/or organisational problems and propose appropriate solutions to address it	BUILD - Uses effectively collaborative code practices to share his/her knowledge (pair-programming, ...) RUN - Can handle critical bugs (resolution and communication)	same as 2.2	Able to handle a project from concept to production, including proposal, discussion, and execution	same as 2.2
Level 3 (Senior Developer)	3.1 <i>In addition to all previous skills and responsibilities</i>	- Can lead the scoping of a small to medium feature - Has a broad knowledge of his/her technical domain stack (Front or back)	- Can mentor and share his knowledge effectively with 1.x and 2.x developers - Regularly capitalises his technical knowledge and share it within Yousign teams - Self-motivated and in capacity to efficiently organise his/her own work - Share Yousign values with his/her peers	BUILD - Can take the lead to make appropriate architecture and technical choices RUN - Is able to define what monitoring strategy and indicators to follow for a given feature	same as 2.3	- Takes the responsibility of features delivery and quality - his/her team (build & run)	- his/her team - his/her community of practice
	3.2 <i>In addition to all previous skills and responsibilities</i>	- Has a broad knowledge of Yousign stack (Front-end, back-end, Infrastructure) - Can lead the scoping of a complex feature	- Is able to alert on major change regarding architecture / feature sizing / mistakes on technical scopes - Can be a referent on a specific technical domain - [Optional] Proactively and regularly communicate outside of YS: blog posts, meetup or conference talks	BUILD - Is actively involved in complex features development organization - Can take the lead to make appropriate architecture and technical choices on his/her domain of expertise RUN - Can investigate and solve complex production problems, involving other developers and/or teams (performance, critical bugs, etc.)	Can articulate effective feedback independently of the level of experience of the developer to hire	- Helps to define and improve our internal standards for style, maintainability, and best practices for a high-scale web environment - Maintains this standards and advocate for it through code review, pair-programming and mentoring.	The whole Engineering team
	3.3 <i>In addition to all previous skills and responsibilities</i>	Can articulate and lead major technical evolutions, impacting the codebase and architecture related to its scope	- Can mentor and share his knowledge effectively with 1.x to 3.x developers, help them grow their technical skills and remove blockers to their autonomy. - Seen as an individual contributor model and a good mentor in its team	Actively seeks to improve engineering processes efficiency	same as 3.2	same as 3.2	same as 3.2
Level 4 (Staff Developer)	4.1 <i>In addition to all previous skills and responsibilities</i>	- Is the go-to person to get high level of expertise on a given technical stack (front-end, back-end, system) OR - has developed a broad knowledge of various architectures, enabling him/her to lead architecture evolutions, in alignment with business goals - Participates in building a long term vision to address major stakes on Product and/or Technological areas - Able to solve the hairiest problems that the team encounters	- Lead a guild / community of expertise OR - Acts as a lead architect on Yousign platform - Collaborates with the team and stakeholders on larger projects with huge impacts on the E&P team or Product architecture. - Represents Yousign and its values in public communication around broad initiatives, specific projects, and community contributions - Interacts with customers and/or other external stakeholders as a consultant and/or spokesperson advocating for the work of your team	same as 3.x	- Actively contributes to the hiring strategy for all expertise / transversal jobs - Helps Engineering management identify which technical / expertise skills are missing in the team	- Yousign platform OR - his/her expertise domain	the whole Engineering team
	4.2 <i>In addition to all previous skills and responsibilities</i>	same as 4.1 with a strong and recognized experience in this role	Can mentor or support a 3.3 or 4.1 collaborator to level-up	same as 4.1	same as 4.1	- Yousign platform OR - his/her expertise domain	- the whole Engineering team - External communities
	4.3 <i>In addition to all previous skills and responsibilities</i>	Not defined as we haven't defined a level 5. Later on, when the Engineering organization will get bigger, we will most likely add it					

Career Path at Yousign - SRE							
Level	Sub-level	Technical Skills	Collaboration / Communication	SRE Processes	Hiring	Scope of responsibility	Scope of Influence
Level 1 (Associate SRE)	1.1	Architecture/Infrastructure - Has a general knowledge of an Infrastructure key components - has a general knowledge of Unix/Linux systems	- Is eager to learn and use constant feedback as a source of improvement - Asks for help anytime it is necessary - Participates in team rituals	N/A	N/A	His/her own progression	Himself/herself and his/her own tasks
	1.2 <i>In addition to all previous skills and responsibilities</i>	Architecture/Infrastructure - Starts understanding Yousign Infrastructure Automation - Can craft simple Merge Requests involving Yousign IaC stack Observability - Is able to understand observability metrics and different types of alerts	Is able to articulate a technical problem he/she faces	BUILD - Can handle simple Product team needs RUN - Can assist a more experienced SRE on simple run tasks	N/A	- His/her own progression - The features / tasks he/she works on	Himself/herself and his/her own tasks
	1.3 <i>In addition to all previous skills and responsibilities</i>	Architecture/Infrastructure - Can identify and suggest technical improvements	same as 1.2	RUN - Can understand and use the monitoring dashboard and tools of his/her team	N/A	His/her own progression	Himself/herself and his/her own tasks
Level 2 (SRE)	2.1 <i>In addition to all previous skills and responsibilities</i>	Architecture/Infrastructure - Is comfortable working on almost any part of the Infrastructure, with an appropriate ramp up Observability - Knows how to use the observability stack Automation - Knows how to use the Yousign's "IaC" stack	- Provides clear feedback to his/her peers and managers on his/her own work (blockers, planning, etc.) - Emergency response: Is able to write a Post Mortem, with the help of a more senior SRE (> 3.x)	- Can estimate the required effort to complete a small to medium tasks - Incident Management: With the guidance from more seasoned SRE, can investigate and solve an alert (from P2 to P5) - Delivery: can assist a squad on small to medium feature delivery	Participates in technical interviews	- SRE Team - The squad he/she works with	SRE Team
	2.2 <i>In addition to all previous skills and responsibilities</i>	Architecture/Infrastructure - Proficient in defining a technical architecture, together with a more senior SRE (> 3.x) Automation - Can work on the "IaC" codebase with the appropriate level of autonomy Delivery - Is Autonomous on the CI/CD pipeline & tools	- Understands stakes, needs and processes of other team members (Developers, Product Managers, Designers, SREs, QAs) - Architecture/Delivery: Can contribute to feature development or infrastructure evolution scoping and organisation	- Fully autonomous on SRE Processes - Solves technical problems of moderate scope and complexity - Emergency response: Is in the on-call rotation together with a more senior SRE (> 3.x)	Is able to articulate a clear feedback on technical skills	- Shares the responsibility to improve, maintain the observability stack and train the developers when needed with a more senior SRE (> 3.x) - Shares the responsibility to improve and maintain de CI/CD pipelines, together with a more senior SRE (> 3.x)	His/her team
	2.3 <i>In addition to all previous skills and responsibilities</i>	Architecture/Infrastructure - Has a good knowledge of Yousign infrastructure and use it to make wise decisions on architecture (new feature, evolution of existing one or core Infrastructure improvement) Automation - Has a good knowledge of Yousign CI/CD pipelines and use it to proactively improve engineering teams productivity Observability - Experienced with performance and optimisation problems and demonstrated ability to both diagnose and prevent these problems	- Can mentor a SRE 1.x on simple tasks - Can efficiently communicate about complex technical, architectural, and/or organisational problems and propose appropriate solutions to address it	Emergency response: With the guidance from more seasoned SRE, can investigate and solve an alert (from P1 to P5)	same as 2.2	Able to handle a project (core Infrastructure or feature delivery) from concept to production, including proposal, discussion, and execution	same as 2.2
Level 3 (Senior SRE)	3.1 <i>In addition to all previous skills and responsibilities</i>	Architecture/Infrastructure - Can lead the scoping of a small to medium task / project Capacity planning - Anticipates scalability requirements linked to Yousign growth and reflect it on the Infrastructure capacity planning	- Can mentor and share his knowledge effectively with 1.x and 2.x SRE - Regularly capitalises his technical knowledge and share it within Yousign teams - Self-motivated and in capacity to efficiently organise his/her own work - Share Yousign values with his/her peers	Can take the lead to make appropriate architecture and technical choices	same as 2.3	- Takes the full responsibility of a complex task / project to be tackled - his/her team (build & run)	SRE Team
	3.2 <i>In addition to all previous skills and responsibilities</i>	Architecture/Infrastructure - In capacity to work on major Infrastructure / Architecture evolutions Architecture/Delivery - Can lead the scoping of a complex feature	- Is able to alert on major change regarding architecture / tasks / project sizing / mistakes on technical scopes - Can be a referent on a specific part of Yousign infrastructure and tooling - [Optional] Proactively and regularly communicates outside of YS: blog posts, meetups or conference talks	- Is actively involved in complex tasks / projects organisation - Architecture/Infrastructure: Can take the lead to make appropriate architecture and technical choices on his/her domain of expertise - Emergency response: Can investigate and solve complex production problems (P1), involving other participants (other SRE, developers, QA, security or compliance teams). - Budget management: Has an understanding of the Infrastructure budget and use it as an element of decision	Can articulate effective feedback independently of the level of experience of the person to hire	same as 3.1	the whole Engineering team
	3.3 <i>In addition to all previous skills and responsibilities</i>	Architecture/Infrastructure - Can articulate and lead major technical evolutions, with a high impact on Yousign Infrastructure and architecture	- Can mentor and share his knowledge effectively with 1.x to 3.x SRE, help them grow their technical skills and remove blockers to their autonomy - Seen as an individual contributor model and a good mentor in its team	Actively seeks to improve engineering and SRE processes efficiency	same as 3.2	same as 3.2	same as 3.2
Level 4 (Staff SRE)	4.1 <i>In addition to all previous skills and responsibilities</i>	Architecture/Infrastructure - Is the go-to person to get high level of expertise on a given part of an Infrastructure OR - has developed a broad knowledge of various Infrastructure contexts, enabling him/her to lead Infrastructure / architecture evolutions, in alignment with business goals - Participates in building a long term vision to address major stakes on Yousign Platform and Architecture Delivery - Collaborates with the team and stakeholders on larger projects with huge impacts on the E&P team or Infrastructure / Architecture. - Able to solve the hairiest problems that the team encounters	- Acts as a lead architect on Yousign Infrastructure - Represents Yousign and its values in public communication around broad initiatives, specific projects, and community contributions - Interacts with customers and other external stakeholders as a consultant and/or spokesperson advocating for the work of your team	same as 3.x	- Actively contributes to the hiring strategy for all expertise / transversal jobs - Helps Engineering management identify which technical / expertise skills are missing in the team	- Yousign platform OR - his/her expertise domain	the whole Engineering team
	4.2 <i>In addition to all previous skills and responsibilities</i>	same as 4.1 with a strong and recognized experience in this role	Can mentor or support a 3.3 or 4.1 collaborator to level-up	same as 4.1	same as 4.1	same as 4.1	same as 4.1
	4.3 <i>In addition to all previous skills and responsibilities</i>	Not defined as we haven't defined a level 5. Later on, when the Engineering organization will get bigger, we will most likely add it					

Career Path at Yousign - Engineering Manager								
Level	Sub-level	Managerial Skills	Collaboration / Communication	Architecture & Tech	Engineering Processes	Hiring	Scope of responsibility	Scope of influence
Level 3 (Engineering Manager)	3.1 <i>In addition to all previous skills and responsibilities</i>	<ul style="list-style-type: none"> - Average engineering team size: ~2-3 developers - Know-how to conduct a 1:1 - Able to articulate a feedback and to provide it in a timely, effective and actionable manner - Invests time and energy to coach the ICs under his/her responsibility - Comfortable to manage developers even if they are technically better than him - Can identify the essence of key decisions and drive teams to adhere to conclusions 	<ul style="list-style-type: none"> - Asks for help and provide help when needed/requested - Able to understand, articulate and share the company vision to its team - Able to articulate, share a clear goal for a given feature / initiative and communicate clearly on planning, successes, risks and failures - Raises the bar: collaborate with Product Management and other stakeholders within Engineering (Frontend, UX, etc.) to foster a culture of quality (Product and Tech) - Share Yousign values with his/her peers 	<ul style="list-style-type: none"> - Drives feature Architecture definition together with his/her team - Responsible for the technical quality of the product, security and technical performance regarding his/her squad works - Can individually contribute up to 30% of his/her time if other missions are already taken care of - Conducts code reviews, and make technical contributions to product architecture - Can directly contribute to solving bugs and delivering small features as long as they are not on the critical path - Ability to act as a Senior developer when required 	<ul style="list-style-type: none"> - Makes sure that Product & Engineering processes are well followed and respected in his/her team: build, run and continuous improvement - Delivery: able to drive estimates exercises 	<ul style="list-style-type: none"> - Actively involved in hiring new developers, at start in pair. Could be done on his/her own when comfortable enough with it. 	<ul style="list-style-type: none"> - Manages only part of a team, in a remote-first context - Together with a more senior manager (3.2+), define clear individual goals and conduct performance reviews 	<ul style="list-style-type: none"> - His/her whole team (Product & Eng), with a particular focus on the ICs he manages
	3.2 <i>In addition to all previous skills and responsibilities</i>	<ul style="list-style-type: none"> - Average Engineering team size: ~4-6 developers - Fosters a culture a collaboration to make best ideas / practices emerge (code, architecture, process and delivery) - Repeatedly demonstrates his/her capacity to successfully manage different teams in different contexts - Ability to delegate, especially on key technical decision making - Clarify roles and responsibilities in his/her team - Helps the ICs under his/her responsibility grow their skills and experience 	<ul style="list-style-type: none"> - Understands and explains business needs and their impacts on product and technical choices - Inside and outside the team (non technical people) - When technical complexity is too high, able to suggest other ways to solve a given problem (or even change the problem) 	<ul style="list-style-type: none"> - Coordinates efforts on architecture evolution and participate in defining its SLAs/SLOs 	<ul style="list-style-type: none"> - Delivery - Capable of making pragmatic trade-offs on quality/time/scope to meet business objectives - Actively identifies and escalates risks early on - Drives team to project completion - Helps define key initiatives related to companies OKRs and establish roadmaps accordingly 	<ul style="list-style-type: none"> - Participates actively to hire new developers 	<ul style="list-style-type: none"> - Manages an entire team - Can handle bi-annual performance reviews autonomously - In charge of coaching, developing and helping ICs evolve in their career: goals definition, salary increase, promotions, contract termination - Gets involved upstream in business objectives definition w. r.t. engineering capabilities 	<ul style="list-style-type: none"> - His/her whole team (Product and Engineering) - Helps strengthen the employer brand
	3.3 <i>In addition to all previous skills and responsibilities</i>	Starts coordinating projects or initiatives across 2 teams	same as 3.2	same as 3.2	same as 3.2	same as 3.2	In capacity to mentor or coach a Junior EM	<ul style="list-style-type: none"> - Builds a network of other Engineering Managers outside of Yousign - Can communicate on Engineering Management practices (Meetups, blog articles etc.)
	4.1 <i>In addition to all previous skills and responsibilities</i>	<ul style="list-style-type: none"> - Starts managing a less experienced Engineering Manager - Coordinates projects across multiple teams 	same as 3.x	same as 3.x	same as 3.x	same as 3.x	<ul style="list-style-type: none"> - 2 teams: One in direct management while delegating to another Engineering manager for the second one - Helps define the organisation of all Engineering teams (transversal tasks, organisation model) 	The whole department (E&P)
Level 4 (Senior Engineering Manager)	4.2 <i>In addition to all previous skills and responsibilities</i>	<ul style="list-style-type: none"> - Manager of managers - Can help define a budget on a given area of Engineering 	same as 4.1	same as 4.1	same as 4.1	<ul style="list-style-type: none"> - Helps define the hiring plan and adjust it if necessary - Able to source external companies to handle a specific project 	Can help define a budget on a given area of Engineering	same as 4.1
	4.3 <i>In addition to all previous skills and responsibilities</i>	same as 4.2	same as 4.2	same as 4.2	same as 4.2	same as 4.2	Under a Director responsibility, can define the Engineering strategy and manage teams of a given domain	<ul style="list-style-type: none"> - Starts influencing a whole product domain (ex: Product Diversification) - Engineering managers guild - Identified thought leader for all engineering teams - Is a thought leader on management best practices within Yousign - Is identified outside of Yousign as an influencer on Engineering Management best practices - Coordinates projects across multiple teams