

## Introduction

Please take a few minutes to read through this background information on how the Tech Stages work before jumping into the table below. Reach out to me (Nathan) directly with any questions or comments.

## Goals

The goal of this document is to help you understand what's expected of you, what your advancement path is, and what you need to do to advance. The idea is that you are always looking forward to the next stage if you are interested in advancement.

## Attribute Definitions

**Responsibilities** are what you can expect to be doing at that stage, they will provide opportunities to meet objectives by exercising professional qualities.

**Expertise** is the technical skill expected at that stage. In some respects, this is the least important of the attributes for each stage. Every developer/designer at Chartbeat is capable of acquiring technical skills readily. Technical expertise is further categorized into 4 levels:

- Familiarity: You know what a technology is and what it's fundamental use cases are. You've done some small projects with the technology
- Knowledge: You've done production projects with the technology and are fluent with the syntax and terms
- Expertise: Your understanding of the technology goes beyond the basics, fully understanding the underpinning technologies and performance characteristics

**Qualities** are the least tangible of the attributes and in many cases the hardest to acquire. They encompass your communication, work habits and problem solving approaches.

**Objectives** are specific accomplishments you should be doing regularly at each stage.

## Approach

Your approach to the stage will vary depending on how you are specializing. Expertise is categorized as Frontend, Backend, Data Science and Design, but you are in no way limited in which of these technical skills you wish to acquire. If you are in devops expertise will be more specialized, but all the other attributes are pertinent.

Your approach will also be slightly different depending on what your personal goals are. You can choose to focus on product development or platform development. You can choose to focus your technical skills broadly or dig into a specific area. You may also choose to veer off the development stages entirely and go into product or sales. These are in no way intended to box you in.

	Responsibilities	Expertise	Qualities	Objectives
Team Member (Stage 1)	<p>All of:</p> <ul style="list-style-type: none"> <li>• Work directly with product management team</li> <li>• Code deployment</li> <li>• Code quality and efficiency</li> <li>• Participate in product development teams</li> <li>• Reference senior team members</li> <li>• Provide Chartcorps technical support</li> <li>• Documentation</li> <li>• Participate in on-call support</li> </ul>	<p>At least 4 of:</p> <ul style="list-style-type: none"> <li>• Python knowledge</li> <li>• C/C++ knowledge</li> <li>• Django familiarity</li> <li>• MySQL knowledge</li> <li>• Git familiarity</li> <li>• Java/Clojure familiarity</li> <li>• Tornado familiarity</li> <li>• Puppet familiarity</li> </ul>	<p>All of:</p> <ul style="list-style-type: none"> <li>• Seek feedback on design</li> <li>• Develop confidence in providing estimates on personal project work effort</li> <li>• Communicate effectively with tech team</li> <li>• Develop sense of appropriate technical trade-offs in design and implementation</li> </ul>	<p>At least 4 of:</p> <ul style="list-style-type: none"> <li>• Contribute code to product development teams</li> <li>• Seamless, consistent code reviews</li> <li>• Smooth merge/deploy cycles</li> <li>• Regular interaction with senior team members</li> <li>• Regular meetup attendance</li> <li>• Attend conference annually</li> </ul>
Senior Team Member (Stage 2)	<p>All of:</p> <ul style="list-style-type: none"> <li>• Reference expert members</li> <li>• Help train new developers</li> <li>• Interview potential employees</li> </ul>	<p>+ at least 6 of:</p> <ul style="list-style-type: none"> <li>• Python expertise</li> <li>• C/C++ expertise</li> <li>• Django knowledge</li> <li>• Mongo familiarity</li> <li>• RabbitMQ familiarity</li> <li>• Git knowledge</li> <li>• Java/Clojure knowledge</li> <li>• RedShift familiarity</li> <li>• AWS familiarity</li> <li>• Riak familiarity</li> <li>• Lua familiarity</li> <li>• Kafka familiarity</li> <li>• MySQL knowledge</li> <li>• Tornado knowledge</li> <li>• Puppet knowledge</li> </ul>	<p>All of:</p> <ul style="list-style-type: none"> <li>• Proactively seeks feedback on design decisions</li> <li>• Proactively provide estimates on personal project work effort</li> <li>• Develop confidence in providing estimates on team project work effort</li> <li>• Communicate effectively within company</li> <li>• Seek to understand and evaluate company goals</li> <li>• Make appropriate technical trade-offs in design and implementation</li> </ul>	<p>At least 5 of:</p> <ul style="list-style-type: none"> <li>• Successful product cycle launch</li> <li>• Design and execute new product</li> <li>• Regularly participate in code reviews</li> <li>• Participate in setting standards and principles for what we do</li> <li>• Do regular internal tech talks</li> <li>• Do external tech talk, blog post, or contribute to work related open source project</li> <li>• Buddy up with new developer</li> </ul>

	Responsibilities	Expertise	Qualities	Objectives
Technical Manager (Stage 3)  Platform Manager (Stage 3)	<ul style="list-style-type: none"> <li>Act as Project lead</li> <li>Plan project development cycle, including task management and estimate planning</li> <li>Act as expert member</li> </ul> <hr/> <ul style="list-style-type: none"> <li>Lead platform team</li> <li>Oversee platform training</li> <li>Act as expert member</li> </ul>	+ at least 3 of: <ul style="list-style-type: none"> <li>Mongo expertise</li> <li>RabbitMQ knowledge</li> <li>AWS knowledge</li> <li>Java/Clojure expertise</li> <li>RedShift knowledge</li> <li>Riak knowledge</li> <li>Lua knowledge</li> <li>Kafka knowledge</li> <li>Tornado expertise</li> <li>Puppet expertise</li> </ul>	All of: <ul style="list-style-type: none"> <li>Proactively provide estimates on team project work effort</li> <li>Consistently sought out as technology leader within tech team</li> <li>Anticipate requirements based on deep understanding or company goals</li> </ul>	At least 5 of: <ul style="list-style-type: none"> <li>Successful platform cycle launch</li> <li>Design and execute new platform</li> <li>Ensure standards, lead specialist peer group</li> <li>Hiring, training</li> <li>Do tech talk, blog post, or contribute to work related open source project quarterly</li> <li>Do new hire tech talk</li> <li>Thoroughly documented platform</li> </ul>
Technical Director (Stage 4)	At least one of: <ul style="list-style-type: none"> <li>Oversee multiple product development</li> <li>Oversee multiple product platform teams</li> </ul>	+ at least 3 of: <ul style="list-style-type: none"> <li>RabbitMQ expertise</li> <li>AWS expertise</li> <li>RedShift expertise</li> <li>Riak expertise</li> <li>Lua expertise</li> <li>Kafka expertise</li> </ul>	All of: <ul style="list-style-type: none"> <li>Propose cross-team projects based on knowledge of company goals</li> <li>Consistently sought out as technology leader within company</li> </ul>	All of: <ul style="list-style-type: none"> <li>Multiple product/platform cycle launch</li> <li>Design overarching principles and standards, code style</li> </ul>