

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 a pure designer 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"> ● Work directly with product management team ● Code deployment ● Code quality and efficiency ● Participate in product development teams ● Reference senior team members ● Provide Chartcorps technical support ● Documentation 	<p>At least 4 of:</p> <ul style="list-style-type: none"> ● Python familiarity ● Javascript knowledge ● AngularJS familiarity ● LESS familiarity ● HTML/CSS knowledge ● Django familiarity ● Git familiarity ● Web Design knowledge ● User Interface knowledge 	<p>All of:</p> <ul style="list-style-type: none"> ● Actively seek feedback on design ● Develop confidence in providing estimates on personal project work effort ● Communicate effectively with tech team ● Develop sense of appropriate technical trade-offs in design and implementation 	<p>At least 4 of:</p> <ul style="list-style-type: none"> ● Contribute code to product development teams ● Seamless code reviews ● Smooth merge/deploy cycles ● Regular interaction with senior team members ● Thoroughly document project
Senior Team Member (Stage 2)	<p>All of:</p> <ul style="list-style-type: none"> ● Reference expert members ● Participate in on-call support ● Help train new developers ● Interview Potential Employees 	<p>+ at least 3 of:</p> <ul style="list-style-type: none"> ● Python knowledge ● Javascript expertise ● AngularJS knowledge ● LESS knowledge ● HTML/CSS expertise ● Django knowledge ● Web Design expertise ● User Interface expertise ● Git knowledge 	<p>All of:</p> <ul style="list-style-type: none"> ● Proactively provides feedback on design decisions ● Proactively provide estimates on personal project work effort ● Develop confidence in providing estimates on team project work effort ● Communicate effectively within company ● Seek to understand and evaluate company goals ● Make appropriate technical trade-offs in design and implementation 	<p>At least 5 of:</p> <ul style="list-style-type: none"> ● Successful product cycle launch ● Design and execute new product ● Regularly participate in code reviews ● Participate in setting standards and principles for what we do ● Do tech talk, blog post, or contribute to work related open source project ● Buddy up with new developer

	Responsibilities	Expertise	Qualities	Objectives
Technical Manager (Stage 3) Platform Manager (Stage 3)	<ul style="list-style-type: none"> ● Act as Project owner ● Plan project development cycle, including task management and estimate planning ● Act as expert member <hr/> <ul style="list-style-type: none"> ● Lead platform team ● Oversee platform training ● Act as expert member 	+ at least 1 of: <ul style="list-style-type: none"> ● Web Design Direction expertise ● AngularJS expertise ● LESS expertise ● Django expertise ● Javascript Frameworks knowledge 	All of: <ul style="list-style-type: none"> ● Proactively provide estimates on team project work effort ● Consistently sought out as technology leader within tech team ● Anticipate requirements based on deep understanding or company goals 	At least 5 of: <ul style="list-style-type: none"> ● Successful platform cycle launch ● Design and execute new platform ● Ensure standards, lead specialist peer group ● Hiring, training ● Do tech talk, blog post, or contribute to work related open source project quarterly ● Do new hire tech talk ● Thoroughly documented platform
Technical Director (Stage 4)	At least one of: <ul style="list-style-type: none"> ● Oversee multiple product development ● Oversee multiple product platform teams 		All of: <ul style="list-style-type: none"> ● Propose cross-team projects based on knowledge of company goals ● Consistently sought out as technology leader within company 	All of: <ul style="list-style-type: none"> ● Multiple product/platform cycle launch ● Design overarching principles and standards, code style