Engineering Role Rainbow

	Core Project Engineering			Engineering Practice & Behaviours		
	Design	**Diligence**	**Delivery (Get Stuff Done!)**	**Technical Knowledge/Skill**	**Impact**	**Communication & Leadership**
Core	Scopes well-defined upcoming projects within specific areas of knowledge Designs sensible approaches to tasks within the requirements and well-understood systems	Identifies dependencies and risks and shares them with the team Reviews others' work against agreed standards and specs	Delivers at a good pace Persistent in the face of issues & debugging Estimates defined tasks well Prioritises and manages their own work effectively	Has Core CS/engineering knowledge e.g. - Computing (processing, networking etc.) - OOP - Version control - Common web technologies - Familiar with several languages	Inputs on suggested changes to maximise their benefit Enacts agreed process changes in a timely fashion Attends relevant external events and shares learning Helps other people in the team	Has good relationships with stakeholders and other engineers Resolves day-to-day issues and queries Effective in communicating status and blockers to the team Accepts feedback graciously and responds effectively
Senior I	Scopes more ambiguous upcoming projects involving multiple disciplines or complex systems Trades off business context, UX, tech debt, speed, criticality in designing the approach	Covers all practical edge/error cases, and chooses appropriate exception behaviour for anything else Foresees technical risks and mitigates them Delivers work with clear deployment, monitoring and rollback plans Reviews others' work, questioning the spec, spotting errors/edge cases, missing tests etc.	Delivers quickly and thoroughly Estimates ambiguous tasks well Delivers work with a clear plan for others (code review / QA / UAT and beyond) Debugs and resolves complex issues quickly (employs logical and lateral thinking, knows when to get help)	Understands the business context for our technology Understands many of our systems and their interactions Knows a variety of design patterns, approaches and solutions. Picks up new ones quickly. Educates others through discussions and presentations.	Gets people using improved processes and tools Improves tech standards and practices across the team Open sources libraries and tools	Confident with stakeholder interaction/management, to drive out the right requirements Picks up and resolves issues for other people Mentors others in technical practice and development Gives timely, helpful feedback to peers and managers Involves people early, communicating and collaborating effectively to drive progress
Senior II	Challenges business context Makes a persuasive case for an approach	Just "makes it work"! Foresees dependencies early and actively manages them Reviews others' work in the context of the whole system and/or platform, works with them to improve	Estimates well at a project-level by foreseeing and mitigating a wide range of risks/issues Manages work to deadlines Assists others in their delivery where necessary (feels ownership of the team)	Keeps relevant technical knowledge up-to-date Contributes to open-source projects, blogs, debates Works in multiple languages / systems effectively	Brings novel or cutting-edge approaches Encourages and facilitates others' ideas Contributes to and executes the tech team's roadmap Owns and manages the quality and costs of a system, and delivers projects to improve it Represents our technology externally at events and in communities	Active in team hiring and personal development Line manager of engineers Challenges stakeholders and engineers on priorities and commercial focus Assists with team prioritisation Facilitates effective communication between others, encouraging and soliciting feedback
Lead	Puts in processes and reviews to ensure good design is happening Manages stakeholders to participate in the design process Makes difficult calls on an approach, and persuasive arguments for complex cases Writes business cases and participates in the management team decision making process	Spots subtle fundamental issues Identifies and mitigates complex project risks, both technical and non-technical Ensures quality through code review processes and testing plans	Manages others in all of the above Designs processes to create a good pipeline of work into the team Manages finances and resources of a team or project Delivers on estimates and plans for a whole team	Well-known as the expert in a field that we really value (e.g. Javascript applications, cloud infrastructure) Technical owner of large areas of systems, providing direction for the team towards a target architecture	Achieves buy-in on the tech team's roadmap Facilitates change in the wider business outside of tech Represents our tech publicly	Directs and motivates the whole team to achieve shared goals Runs effective stakeholder management and development processes Debugs and resolves process and people issues Creates an environment to ensure effective engineering practices and culture Senior line manager of engineers