This document explains one of the major components of The SDC Management Framework, called "Career Paths." This document shows the responsibilities and requirements for each specialist of our company. All the positions described below inherit responsibilities and requirements from the lower levels. For instance, SE2 should meet the requirements and be able to perform the responsibilities of SE1, and SE0. It is also important to note, that when we talk about responsibilities inheritance it does not mean that all those will be required on a daily basis. A person should be able to conduct the listed activities per need. There is only one generic requirement for all positions: each candidate should be approved for this role by the SDC management

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General Responsibilities:

customers.

General Responsibilities:

General Responsibilities:

General Responsibilities:

Everything that Product Manager does +

Complete ownership of multiple strategic projects of the SDC;

Participation in the SDC in-house processes creation and maintenance.

Principal Product Manager writes medium project PRDs without supervision, and major

that Business Analyst does +

customers per their request;

that Business Analyst does +

customers per their request;

Initial product documentation creation in the PRD format;

Initial wireframing (mid. fidelity) preparation for the project;

Become a communication link between SDC and its partners.

Initial product documentation creation in the PRD format;

Initial wireframing (mid. fidelity) preparation for the project;

Become a communication link between SDC and its partners.

Associate Product Manager writes small project PRDs under supervision.

Stakeholder management on the mid-stage of the project. This includes:

Documenting of all the incoming information;

· Keeping customers up-to-date in terms of project status;

Discussing new features, and existing product enhancements with the customers;

Communicating the information between project and product teams of the SDC, and

Stakeholder management from the early stage of the project. This includes everything

Always have ready-made nice-looking project status report that can be shared with the

Stakeholder management from the early stage of the project. This includes everything

Always have ready-made nice-looking project status report that can be shared with the

Product Manager's Path

Business Analyst

Educational Requirements:

Non-Functional Requirements: At least 1 year of experience in working on IT project (hardware/software, any) as Product Owner/Business Analyst

Functional Requirements: Strong understanding of the software development processes (main SDLCs and its · Strong understanding of the main technical aspects of the software development (how code from development teams' hard drives becomes a ready made product released on customer's server);

 Strong skills in converting abstract wishes of the customers into clearly comprehensible documentation; Ability to write documentation in one of the following formats: SRS, PRD, Excellent written and verbal English skills.

Read at least one book related to working with requirements;

· Read at least one book related to IT companies business.

Associate Product Manager Non-Functional Requirements: At least 1,5 year of experience in working on IT project (hardware/software, any) as Product Owner/Business Analyst;

At least one IT project led by the person from concept to shipping.

Functional Requirements: Everything that SDC Business Analyst knows + Clear understanding of what User Experience is from scientific perspective; Clear understanding of the correlation between User Experience and Science; Ability to write documentation in any of the following formats: SRS, PRD, Epics+Stories.
Associate Product Manager writes small project PRDs under supervision.

Educational Requirements: Everything that SDC Business Analyst knows+ Read the book "Thinking, Fast and Slow" by Daniel Kahneman; Read the book "The Black Swan" (2nd edition) by Nicholas Nassim Taleb.

Product Manager

Non-Functional Requirements: At least 2,5 year of experience in working on IT project (hardware/software, any) as Product Manager; At least three IT projects led by the person from concept to shipping as Product Among which, at least one project with the team of minimum 6 team members. Or, at least one project with the budget over \$300,000 led by the person from concept to shipping as Product Manager; Proven record of feature-related decisions on live product.

Functional Requirements: Everything that SDC Associate Product Manager knows + Ability to come up with quick UI-UX related solutions in fast-paced environment with multiple context-switches during the day; Ability to create state-of-the-art documents for the stakeholders, including various roadmaps, system advanced diagrams, gantt charts, and others; Ability to conduct online/offline presentations for various DEMOs, Milestone reviews, Retrospectives and other rituals (both: customer site, and in-house); Strong skills in working with pre-sign up and post-sign up analytics systems (Google Analytics, MixPanel, etc.).

Educational Requirements: Everything that SDC Associate Product Manager knows + Read the book "The Elements of User Experience" (2nd Edition) by Jesse James · Read the book "Nudge" by Richard Thaler;

Principal Product Manager

Functional Requirements:

Read the book "Hooked" by Nir Eyal;

· Read the book "Noise" by Daniel Kahneman.

Non-Functional Requirements: At least 4 year of experience in working on IT project (hardware/software, any) as Product Manager; At least 1 year of experience in working at the SDC; Proven record of various successfully released projects where the person held Product Manager role, and was the key decision maker on the project; Proven record of working as the key product manager from concept to shipping on one project PRDs under supervision. or more projects with the budget higher than \$1.000.000 or \$10.000.000 evaluation.

Everything that SDC Product Manager knows + Ability to write state-of-the-art PRDs for products of any complexity, so nobody in QA and Product team could find a flaw in the document; Back all the product decisions based on cognitive science and behavioral economics. Thus, have ready-made answer for any minor/major decision done in the project (starting from button names, continued with padding and margins, completed with chosen interaction types reasoning); Ability to design and analyze user workflows in the product; Ability to conduct user surveys;

 Ability to design and conduct cost-effective and highly-feasible A/B tests; Ability to design and conduct cost-effective and highly-feasible user interviews; Ability to conduct data analysis from major complex system, with subsequent insights Familiarty with analytical systems workflow, and those setup for public products (incl. Google Analytics, MixPanel, Hotjar, Heap, CrazyEgg and other); Exceptional time management skills and sense of responsibility.

Educational Requirements: Everything that SDC Product Manager knows + Get familiar with UX Core and UX Core Guide tools (UX Core Guide), and appropriate announce articles of those; Read the book "Noise - A Flaw in Human Judgment" by Daniel Kahneman; Read the book "The Culture Map" by Erin Meyer.

Head of Department of X Products

Non-Functional Requirements: Everything from SDC Principal Product Manager + At least 5 year of experience in working on IT project (hardware/software, any) as Product Manager; At least 2 year of experience in working at the SDC.

Functional Requirements: Everything that SDC Principal Product Manager knows + Exceptional communication skills; Ability to work with multiple project teams, under the pressure and major contex switches throughout the day; Keep top management aware of everything that happens at the department on daily basis (incl. creation of reporting system); Ability to run public events, presentations, lectures etc. Ability to conduct in-house training for the team.

Educational Requirements: Everything that SDC Principal Product Manager knows+ Read the book "Predictably Irrational" by Dan Ariely; Read the book "Start with No" by Jim Camp; Read the book "Never split the difference" by Chriss Voss; Read the book "The hard thing about hard things" by Ben Horowitz;

· Read the book "When Genius Failed" by Roger Lowenstein; Get familiar with the Theory of Constraints by Eliyah Goldratt;

Get familiar with Kaizen methodology.

Head of Product (CPO)

At least 10 years of experience in IT;

Non-Functional Requirements:

General Responsibilities: Everything that Head of Department of X Products does + Everything from SDC Head of Department of X Products + Processing CEO's product-related requests; Direct work with key stakeholders. Business in-depth analysis, and requirements

General Responsibilities:

Everything that Head of Department of X Products does +

Complete end-to-end ownership of company products;

Regular collaboration with SDC management team;

Regular collaboration with SDC management team;

New team members handpicking and onboarding.

New team members handpicking and onboarding.

Direct work with key stakeholders. Business in-depth analysis, and requirements

Design and complete ownership of all product-related documents (incl. PRDs, and

· Control of the products scope to keep it within the company budget and delivery

Product structure and logic design, including tailored UX solutions based on

Processing CEO's product-related requests;

stakeholders' business objectives;

team-specific guidelines);

 At least 7 years of experience as Product Manager; End-to-end ownership of multiple Enterprise-level products; Product structure and logic design, including tailored UX solutions based on Proven record of working as the key product manager from concept to shipping on multiple projects with overall budget stakeholders' business objectives; more than \$5.000,000 and at least \$50,000,000 evaluation: Design and complete ownership of all product-related documents (incl. PRDs, and Proven record of successfully managing at least 20 team members within a single team-specific guidelines); Complete end-to-end ownership of company products; · Proven record of delivering successful commercial products (B2B/B2C, any); Control of the products scope to keep it within the company budget and delivery At least 4 years of experience in working at the SDC. timeline;

Functional Requirements: Everything that SDC Head of Department of X Products.

Educational Requirements: Everything that SDC Head of Department of X Products knows + Familiarity with MBA course;

 Familiarity with PMI curriculum; Complete understanding of the core concepts of technical aspects of the software development (incl. familiarity with databases, front-end and back-end implementation nuances, environments setups, security aspects of systems etc.).

Project Manager's Path

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Non-Functional Requirements: At least 1 year of experience as a Project Manager on IT projects (hardware/software,

· Broad spectrum of developed soft skills;

Associate Project Manager

Functional Requirements: Excellent English and Armenian language skills (both: written and speaking); Familiarity with the main project management frameworks (SCRUM, SCRUMBAN, SCRUM/XP, and Kanban Method). Also, understanding practical differences between mentioned frameworks;

Understanding Agile philosophy enough to hold at least 5 minute discussion around it;

 Ability to handle context switching between multiple projects. Educational Requirements: Read the book "How to read a book" by Mortimer Adler; Read the book "Start with No" by Jim Camp; · Read the book "Atomic Habits" by James Clear; Strong understanding of the SDC Management Framework.

Report to higher project managers upon assigned projects per need.

Support higher ranking project managers upon managerial needs;

General Responsibilities:

appropriate project teams;

Project Manager

Non-Functional Requirements: At least 2 years of experience as Project Manager on IT project (hardware/software,

 Hands-on experience of managing at least 10 team members; At least one successful project that was led as project manager from concept to **Functional Requirements:**

 Strong understanding of the software development processes (main SDLCs and its differences); Strong understanding of the main technical aspects of the software development (how code from development teams' hard drives becomes a ready-made product released on customer's server); Strong knowledge of all modern project management tools, frameworks, and

 Ability to setup a project management environment for a project from scratch (including communication channels, file sharing systems, collaboration systems). Educational Requirements:

Everything that Associate Project Manager knows + PMI-ACP courses completion (Official PMI channels, or <u>Udemy</u>. The certificiate is Read the book "Never split the difference" by Chriss Voss; Read the book "The flow" by Mihaly Csikszentmihalyi.

Everything that Associate Project Manager knows +

Technical Project Manager

Non-Functional Requirements: At least 1.5 years of experience in working at the SDC; Hands-on experience of managing at least 20 team members;

Functional Requirements: Everything that Project Manager knows + cycles, OSI Model concepts; in-house processes and practices optimization/automation.

Principal Project Manager

Read the book "Noise" by Daniel Kahneman.

Non-Functional Requirements: Minimum 4 year of experience as Project Manager on IT project (hardware/software, At least 2.5 years of experience in working at the SDC;

At least five SDC projects that were led as project manager from concept to shipping.

Functional Requirements: Everything that Project Manager knows.

Educational Requirements: · Read the book "Noise - A Flaw in Human Judgment" by Daniel Kahneman; Read the book "The Culture Map" by Erin Meyer; Read the book "Zero to One" by Peter Thiel.

Hands-on experience of managing at least 30 team members;

Functional Requirements: Everything that SDC Principal Product Manager knows + Exceptional communication skills; Ability to work with multiple project teams, under the pressure and major context switches throughout the day; Keep top management aware of everything that happens at the department on daily

 Ability to run public events, presentations, lectures etc.; Ability to conduct in-house training for the team. **Educational Requirements:** Everything that SDC Principal Product Manager knows Read the book "Predictably Irrational" by Dan Ariely; Read the book "Start with No" by Jim Camp; Read the book "Never split the difference" by Chriss Voss; Read the book "The hard thing about hard things" by Ben Horowitz;

Non-Functional Requirements: Everything from SDC Head of Department of X Products + At least 10 years of experience in IT; At least 7 years of experience as Product Manager;

· End-to-end ownership of multiple Enterprise-level products; multiple projects with overall budget more than \$5.000.000 and at least \$50.000.000 evaluation; Proven record of delivering successful commercial products (B2B/B2C, any);

Educational Requirements: Everything that SDC Head of Department of X Products knows + Familiarity with MBA course; · Familiarity with PMI curriculum; development (incl. familiarity with

security aspects of systems etc.).

Non-Functional Requirements: Inherited Functional Requirements Inherited **Educational Requirements:** Inherited

General Responsibilities: Regular update of the reporting system to keep CEO up-to-date on every major event

Continuous optimization and maintenance of the existing in-house processes; · Keeping the company work within the scope of the SDC management framework; Complete ownership of corporate documentation; Regular collaboration with SDC management team; Status control of every project in the company (milestone level); and work efficiency evaluation;

New team members onboarding.

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HR Specialist's Path

Non-Functional Requirements: Support Head of Product with PRD changes announcement and sharing with Functional Requirements: Fluency in English and Armenian languages;

 Project Team members support. This point includes guiding team members through SDC Management Framework; Project teams-related information sharing with HR department per need; Share the information regarding project team composition changes with appropriate project participants; Compose meeting minutes of every call s/he attends, and share the knowledge via appropriate channels; Constant awareness of the status of assigned projects with JIRA ticket-level accuracy; Coming up with management solutions upon assigned projects challenges under the supervision of higher project managers;

Associate HR Specialist

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General Responsibilities: Everything that Associate Project Manager does + Process decisions of the COO;

 Support COO with in-house documentation-related changes announcement; Close cooperation with Teamleads and Chief Engineers and supporting of them on This point includes establishment of the best principles and practices of various project management frameworks per need; Close cooperation with QA Chief Engineers on solving occurring issues of the project; One-on-One meetings processing within the given framework. Team members-related data gathering, categorization, structuring, and processing to the top management per Work with SDC alias companies and 3rd party partners. This point includes creation and maintenance of communication and collaboration channels across multiple teams working in multiple companies;

Resources" by Dave Ulrich et al. Come up with new ideas related to in-house processes and practices optimization,

automation, and performance calculation.

Minimum 2.5 year of experience as Project Manager on IT project (hardware/software,

 At least three SDC projects that were led as project manager from concept to shipping. Understanding of such technical aspects of the software development as SVNs, CI-CD Ability to conduct standalone researches and come up with new ideas regarding SDC

Educational Requirements: Complete "Google Project Manager" certification (Google Project Management); Read the book "The hard thing about hard things" by Ben Horowitz; Read the book "One minute manager" by Ken Blanchard;

General Responsibilities: Everything that Project Manager does + Complete administration of every detail in all the software systems used in the project management environment (including communication systems, file sharing systems, collaboration systems, task tracking systems etc.); Management of very technical products of the company; · Creation of in-house tools for the SDC teams per need. This point includes work with G-Suite integrations, and

General Responsibilities:

other in-house software systems adjustment.

Everything that Project Manager does + Mentorship of lower project managers of the company; In-house training programs conduction for project management team; In-house training programs conduction for project teams; Knowledge-sharing sessions conduction; Creation of project management ready-made framework solutions for small and This point also includes creation of standards of working with SDC alias companies, 3rd party partners; Act as SDC Management Framework evangelist.

Head of Department of X Products

Non-Functional Requirements: Everything from SDC Principal Product Manager + At least 5 year of experience in working on IT project (hardware/software, any) as Product Manager; At least 2 year of experience in working at the SDC.

basis (incl. creation of reporting system);

· Read the book "When Genius Failed" by Roger Lowenstein; · Get familiar with the Theory of Constraints by Eliyah Goldratt; General Responsibilities: Everything that Head of Department of X Products does + Processing CEO's product-related requests;

· Direct work with key stakeholders. Business in-depth analysis, and requirements · Product structure and logic design, including tailored UX solutions based on stakeholders' business objectives; Design and complete ownership of all product-related documents (incl. PRDs, and team-specific guidelines); Complete end-to-end ownership of company products; Control of the products scope to keep it within the company budget and delivery Regular collaboration with SDC management team; New team members handpicking and onboarding.

Head of Product (CPO)

Get familiar with Kaizen methodology.

General Responsibilities: Everything that Head of Department of X Products does +

 Proven record of working as the key product manager from concept to shipping on Proven record of successfully managing at least 20 team members within a single

 At least 4 years of experience in working at the SDC. Functional Requirements: Everything that SDC Head of Department of X Products.

 Complete understanding of the core concepts of technical aspects of the software databases, front-end and back-end implementation nuances, environments setups,

 Processing CEO's product-related requests; Direct work with key stakeholders. Business in-depth analysis, and requirements Product structure and logic design, including tailored UX solutions based on stakeholders' business objectives; Design and complete ownership of all product-related documents (incl. PRDs, and team-specific guidelines);

 Complete end-to-end ownership of company products; Control of the products scope to keep it within the company budget and delivery Regular collaboration with SDC management team; New team members handpicking and onboarding.

Chief Operating Officer (COO)

happening at the company; New in-house processes development, documentation, and implementation in the · Development of guidelines, instructions, and other supporting documentation for in-SDC management team mentorship, including colleagues' career path development

General Responsibilities:

General Responsibilities:

Office management;

related documents, etc.);

Everything that Internal Recruiter does +

Company events organization;

Source candidates through online channels (e.g. professional networks and portfolio

Advertise job openings on careers pages, job boards and social networks;

Company announcements in Slack (welcoming, birthdays, farewell, other);

In-house educational systems management (Library, Courses, etc.);

Company members' vacation and day-off management;

Company members' corporate lifetime tracking;

Maintain full onboarding cycle for new hires in accordance with established processes;

Company social media profiles management (incl. Facebook, Instagram, LinkedIn).

Maintain the career growth of the team members in accordance with the SDC Career

Conduct professional interviews (both, in-person and remotely)

Have a crystal-clear reporting system for the management;

Systematically bring and implement new hiring ideas;

Maintain unbiased, non-discriminatory hiring practices.

Guide the candidates through the hiring processes;

Manage the interviews schedule;

Document his/her working progress;

Internal Recruiter

At least 1 year of experience at Recruiter position.

 Strong familiarity with IT-recruiting best principles and practices; Strong familiarity with recruiting toolkit; High level of autonomy; Broad spectrum of communication skills; Highly attentive to details. Educational Requirements:

Read the book "Full stack recruiter: The Ultimate Edition" by Jan Tegze;

Read the book "How to Hire A-Players" by Eric Herrenkohl.

Non-Functional Requirements: At least 2 years of experience at "Recruiter", or 1 year at "HR Specialist" position.

Everything that Internal Recruiter knows + Excellent English and Armenian written skills; Decent knowledge of various legal aspects related to the documents that might be requested by the company colleagues from HR team; · Strong knowledge of IT-office in-house routines; General understanding of such concepts as "company culture", "team members

happiness", "company atmoshpere", "company hierarchy", "company communication

Educational Requirements: Read the book "The Essential HR Handbook" by Barbara Mitchell and Sharon Read the book "HR from the Outside In: Six Competencies for the Future of Human

HR Specialist

McCord.

Functional Requirements:

Non-Functional Requirements: At least 1 year of experience in working at the SDC; At least two people in HR department; At least 25 people in the company under HR department supervision.

Functional Requirements: Everything that Associate HR Specialist knows + Strong knowledge of all the main tools used by HR departments in IT companies; Ability to standalone administer HR software systems.

Read the book "Powerful: Building a Culture of Freedom and Responsibility" by Patty

General Responsibilities: Everything that Associate HR Specialist does + Processing and announcement of SDC management team decisions; Participation in SDC management team strategic discussions;

Salary review system management;

One-on-ones conduction with team members;

Company culture and atmoshpere control;

Educational Requirements: · Read the book "Work Rules!" by Laszlo Bock; Read the book "Thinking, Fast and Slow" by Daniel Kahneman;

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Software Engineer 0 (SE0)

Software Engineer's Path

Entry level (Intern) role. A person who has no industry experience and just involved in the software engineering. Has a desire to learn and grow. Burning from motivation from inside out. Their goal shoul be to understand the direction they want to take by the end of their internship.

General Responsibilities:

Daily reports.

General Responsibilities:

General Responsibilities:

Everything that SE1 does.

General Responsibilities:

General Responsibilities:

General Responsibilities:

Everything that SE4 does +

General Responsibilities:

implementation for colleagues per need.

Everything that SE3 does +

Mentorship of the lower level engineers of the company (SE1+).

High availability for any company member's professional questions;

· Professional mentorship, educational guidance, and custom roadmaps

Everything that SE2 does +

Work on non-mission critical parts of the public projects under strict supervision;

Take specific educational courses based on the direction they want to take;

Work on non-mission critical parts of the private projects under supervision.

Continuously improve their English skills (written, reading).

Showing progress on Coursera or other similar platforms.

Set professional growth goals with measurable outputs under Mentor's supervision.

Development of training courses for SE0 level engineers, under the supervision of the

By the end of the internship identify a reasonable path they want to take;

· Showing progress on Codesignal or other similar platforms;

Requirements: Strong logical and analytical skills; Willingness and initiativeness to solve problems; Extreme motivation for professional growth and self-development; Ability to convert a decimal number to its binary representation, and hexadecimal;

· Basic English reading skills for technical documentation understanding; (optional) Geeky. Eagerness to play around various techs on their free time; (optional) Have a favorite programming language; (optional) Involvement in one or multiple SE-related educational programs.

Software Engineer 1 (SE1)

A person who already has little experience with software development. Has identified which way they would like to continue in the nearest future. Sees their career in engineering and has a defined set of favorite technologies.

Can read, write and communicate in basic English on technical topics;

(optional) Preferably has written a code that works in production.

 Maintain an internal database of shortlisted candidates for future use; Requirements: · Minimum of 1 year of experience within the software development domain; Knows the basic data structures (Array, List, Linked List, Set); Can write at least one sorting algorithm; In-house paperwork for company members (incl. salary statements, visa and bank-Used a version control system(s) (git - add, commit, push); Knows the basic components of computer architecture; Knows basics of debugging - can go over the code step by step;

Software Engineer 2 (SE2)

Took a course or read a book on programming;

· Can provide an efficient solution for the unique string counting function; · Knows how to interact with CLIs (UNIX/Windows/Other) + hands-on experience with Can draft at least one technical architecture/skeleton of the app based on a technical

 Solid understanding of debugging principles; Tree, Graph data structures; BFS, DFS, softing, hashing - all of those should be known and conceptual how they · Solid understanding of Map (Dictionary) data structures;

Protocols knowledge, including: HTTP protocol (information about headers) HTTP VS HTTPS TCP VS UDP · Understanding of the REST API

Software Engineer 3 (SE3)

Requirements: Writing technical documentation of the project architecture; Understanding of the stack specific caching mechanisms; Databases - stack specific basic SQL knowledge;

Ability to conduct autonomous research of new technologies; Ability to write automated tests - mostly unit tests; Ability to autonomously configure deployment environment, including:

· Understanding of the OSI model; · Basic understanding of the encryption principles; Basic understanding of the most common security vulnerabilities in the modern software development systems; PUT, POST, GET, DELETE, PATCH methods, and the best practices of using them; · Strong understanding of the chosen programming stack.

Software Engineer 4 (SE4)

Requirements: Hands-on experience with software profiling, including such measurements as: Memory usage Memory leaks

 CPU vs Memory tradeoffs Hands-on experience with public-key cryptography (e.g. RSA); · Strong understanding of the HTTP advanced headers (e.g. ETag); Advanced SQL knowledge, including: Indexing optimization Optimal query writing SQL principles

Strong understanding of algorithms and ability to write and apply them per need; Ability to troubleshoot network issues with packet analyzer tools (e.g. Wireshark); Understanding of the differences between: Reactive programming Aspect-Oriented Programming Object-Oriented Programming Functional programming

Ability to write high-quality documentation writing in accordance with OpenAPI standards; (optional) Experience in people management.

Software Engineer 5 (SE5)

Requirements: Can learn a new coding language in a couple of weeks; Can come up with a highly efficient solution to any professional challenge, and describe it in written form; Familiarity with the CAP theorem; Good understanding of databases, including:

 Neo4j Cassandra DB MongoDB MariaDB/PostgreSQL

 Good understanding of Message/Queue servers, including: RabbitMQ

Project Team Lead (PTL)

Proven record of successfully deployed and released projects

This role is an add-on role to the main specialization.

It indicates that the person has advanced managerial responsibilities. Requirements: Minimum SE3 or a member of the OA team: Minimum of 1 year working at the SDC; · Advanced soft skills. Ability to resolve team issues without the emergence of conflicts;

Chief Engineer Requirements: Minimum of 8 years of industry experience Minimum of Bachelor's degree in Computer Science, Physics, Math or related field

both, written and verbal form; Works at the SDC for at least 2 years; Successfully delivered multiple projects from concept to shipping acting as a At least four years of experience in working as Teamlead on enterprise-level software Multi-domain technical background. The following is the list of tech stacks the

English language - candidates should be able to freely communicate about the work in

company operates with; an ideal candidate will have to have hands-on experience with all of the technologies below: Java 8/11, JavaScript (browser+NodeJS), C#, Bash, Makefile ElasticSearch, Cassandra, Kafka, Redis, Neo4j, MariaDB, MSSQL, Oracle Spring Framework, Electron, Apache Camel, Spark, gRPC

Docker, Kubernetes

CentOS, Ubuntu, Windows Server

Programming on Android and iOS platforms

General Responsibilities: Everything that SE5 and Team Lead does +

> Project architecture creation Resource calculation and allocation Overseeing the progress Project risk management Deployment coordination DEMO conduction per need

Technical leadership of the projects from concept to shipping, including:

· Creation and maintenance of software engineering processes and good practices;

Resolution of tech disputes and decision making for the tech stack to be used;

· Overseeing for the technical implementation of assigned projects;

(incl. Code freeze announcements, DEMO-related preparations, etc.);

· Technical estimates preparation per higher management's request;

Overseeing high-level architecture of assigned projects;

Participating in coding/QA/OPS activities per need.

Overseeing the essential activities of the project delivery

 Tech-related sync across different teams working on the same project; Tech documentation of the project; Daily communication of technical matters with the clients, partners, and 3rd-party providers; Daily work with management for timely delivery of the projects.

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QA Automation Engineer 0 (QAAE0)

This role is equivalent to "Intern." Requirements: Logical and critical thinking Able to solve problems; Hugely motivated to grow; Has more time to offer than anybody else; Liking technology, preferably geeky;

Can convert a decimal number to its binary representation, and hexadecimal;

Basic English reading skills for technical documentation understanding.

 Take specific educational courses based on the direction they want to take; · By the end of the internship, identify a reasonable path they want to take; Showing progress on Codesignal or other similar platforms; Daily reports.

 Minimum of 1 year of experience within the software quality assurance domain; Ability to work in an Agile environment; Ability to write and execute test cases to identify system bugs (UI, usability,

functionality); Ability to conduct exploratory testing; Ability to examine bug reports, prioritize assigned project tests, and estimate test Ability to clearly communicate upon the work done in the form of daily status reports; Can read, write and communicate in basic English on technical topics; (optional) Have basic programming skills, including coding, basic SQL knowledge to

 Work on non-mission critical parts of the private projects under supervision. Set professional growth goals with measurable outputs under Mentor's supervision. Continuously improve their English skills (written, reading). Showing progress on Coursera or other similar platforms.

extract data for tests.

· Selenium;

Cypress.

 Strong communication and teamwork skills; ISTQB Foundation level; Complete bug life cycle;

functionality, other); Test estimation methods. testing functions automatically using one or more languages from below:

list of questions required to be clarified; Proficiency in test automation frameworks like: · Protractor;

QA Automation Engineer 3 (QAAE3)

Requirements: Ability to write high-quality documentation for automated processes, including test plans, test procedures, and complex test cases; Ability to design and maintain test architectures (test automation frameworks, code libraries, etc.) for the team to use across the platforms; Hands-on experience and strong understanding of CI tools (e.g., Jenkins); Strong SQL/DB skills; Hands-on experience with mobile automation testing tools for iOS, Android, as well as cross-platform ones;

· Strong skills with using API testing tools that require coding skills (REST Assured,

desktop); Set up CI/CD cycles from scratch as well as maintain the existing ones per need; Work with deployment teams to resolve issues in the system; (optional) Mentorship and guidance of younger QA engineers.

QA Automation Engineer 4 (QAAE4)

Profound performance testing skills (e.g., JMeter).

Requirements: ISTQB Advanced level;

 Ability to communicate with the project stakeholders directly, as technical question Ability to perform low-level testing like unit testing and module testing; Understanding of the cloud infrastructure environments (AWS, Azure, other);

implementation for colleagues per need. Ability to troubleshoot network issues with packet analyzer tools (Wireshark and alike).

Project Team Lead (PTL)

Proven record of successfully deployed and released projects.

This role is an add-on role to the main specialization. It indicates that the person has advanced managerial responsibilities Requirements: Minimum QAE3;

 Overseeing high-level architecture of assigned projects; Participating in coding/QA/OPS activities per need; Advanced soft skills. Ability to resolve team issues without the emergence of conflict

Quality Chief Engineer

company operates with;

Jenkins, CircleCl

Makefile, Python(Pytest)

Docker, Kubernetes, AWS

CentOS, Ubuntu, Windows Serve

Minimum of 1 year working at the SDC;

 Minimum of 8 years of industry experience; Minimum of Bachelor's degree in Computer Science, Physics, Math or related field English language - candidates should be able to freely communicate about the work in both, written and verbal form; Works at the SDC for at least 2 years At least four years of experience in working as Teamlead on enterprise-level software

Multi-domain technical background. The following is the list of tech stacks the

an ideal candidate will have to have hands-on experience with all of the technologie

Java (JUnit, TestNG), JavaScript (Cypress, Playwright, Puppeteer), C#, Bash,

ElasticSearch, Cassandra, Kafka, Redis, Neo4j, MariaDB, MSSQL, Oracle

General Responsibilities: Define strategic direction for testing by providing guidance, feedback, and suggestions to improve quality practices across an entire engineering team; Continuous research and identification of new tools and technologies that might enhance the process of the in-house development processes:

project delivery quality; the colleagues' growth; Represent the QA team at cross-department meetings and update the customer on the progress of testing activities per need; Multiple projects' deployment simultaneous coordination, and OPS team supervision

Quality Assurance Automation Engineer's Path

General Responsibilities: Work on non-mission critical parts of the public projects under strict supervision; A favorite programming language / some kind of education related to software

QA Automation Engineer 1 (QAAE1)

General Responsibilities:

QA Automation Engineer 2 (QAAE2)

General Responsibilities: Attend test planning meetings and provide valuable input upon high-level test Deep understanding of software testing, its main concepts, and processes, including risks, resources, test estimates and other aspects; Regular cooperation with project teams and testing processes continuous refinement; Different testing levels (unit, integration, acceptance, other), types (performance, Work on mission-critical parts of private projects with general or minimal supervision.

 Ability to write, design, and execute automated tests by creating scripts that run Ability to thoroughly read the project requirements documentation and come up with a

> General Responsibilities: Set up test infrastructure with necessary tools for various platforms (web, mobile,

General Responsibilities: Develop and maintain various complex test data sets; High availability for any company member's professional questions; Professional mentorship, educational guidance, and custom roadmaps

General Responsibilities: Overseeing for the technical implementation of assigned projects

> Overseeing the essential activities of the project delivery (incl. Code freeze announcements, DEMO-related preparations, etc.); Technical estimates preparation per higher management's request; Plan and control the testing process: define the task lists for subordinates, schedule testing activities, calculate the testing budget, estimate test efforts.

and maintenance.

 Company Career Path maintenance, and mentorship of the QA team; Existing SDLCs effectiveness analysis, and set up new KPIs with measurable results; Systematic setup of the QA Team efficiency metrics as well as the measurement of the QA Team members' performance tracking, and assignment of improvement tasks for