

DEFINED.AI

JOB MODEL

Shoot for the stars
at Defined.ai:
The future is yours
to make!

JOB CATALOG

Search for your current position and see what your next move could be by navigating to your job family and job function.

PRODUCT

| | |
|--------------------|---|
| Service Design | Service Design |
| Product Management | Product Management |
| Product Marketing | Product Marketing |
| Product Design | Visual Design UX Design User Research Information Architecture |

CUSTOMER

| | |
|-----------------|---|
| Customer Office | Customer Success Customer Service |
| Sales | Sales Inside Sales Sales Operations Sales Enablement Business Development Business Intelligence Analysis Sales Channel & Alliances Sales Partner & Alliances |

TECHNOLOGY

| | |
|------------------------|--|
| Solutions Architecture | Solutions Architecture |
| Solutions Development | Solutions Development |
| Software Engineering | Front-End Engineering Back-End Engineering Full-Stack Engineering Mobile Software Engineering Quality Assurance Engineering Automation Engineering Quality Ownership Software Engineering Management Software Architecture DevOps Engineering Site Reliability Engineering Database Reliability Engineering Tech Support Engineering Agile Coaching |
| ML & Data Engineering | Speech Engineering NLP Engineering Computer Vision Engineering Machine Learning Engineering Management Data Engineering Data Engineering Management Data Architecture DataOps Engineering Data Infrastructure Engineering Business Intelligence Engineering Data Quality Engineering |

SERVICES & OPERATIONS

| | |
|-----------------------------------|---|
| Community | Ambassadorship Programs Community Management |
| Content | Technical Training Technical Writing E-Learning Content Creation |
| Data and Linguistics | Guideline Creation Linguistics Computational Linguistics Data Quality Management |
| Operations and Project Management | Engagement Management Operations Management Program/Project Management Project Execution Suppliers & Procurement Language Services |

CORPORATE

| | | | |
|------------------------|--|----------------------------|---|
| Information Technology | Systems Administration IT | Marketing & Communications | Marketing Generalist Events Management Brand Management Public Relations Management Communications Social Media Management Copywriting Content Management SEO Management Communication Design Creative Services Demand Generation Field Marketing |
| Security | Information Security Security Architecture Pentesting Application Security Engineering DevSecOps Engineering | People | Talent Acquisition Employer Branding Compensation & Benefits Learning & Development People Partnership Global Mobility People Services |
| ML & Data Science | Speech Science NLP Science Computer Vision Science Data Science | Finance | Accounting Finance |
| Administrative | Facilities | Legal | Legal Counseling |



SERVICE DESIGN

PRODUCT MANAGEMENT

PRODUCT MARKETING

PRODUCT DESIGN

PRODUCT

| JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|----------------|----------------------|-----------|----------------------------------|
| SERVICE DESIGN | Senior | P3 | Service Designer |
| | Upper Senior | P3.1 | Service Designer |
| | Pro | P4 | Sr. Service Designer |
| | Upper Pro | P4.1 | Sr. Service Designer |
| | Expert | P5 | Expert Service Designer |
| | Principal | P6 | Principal Service Designer |
| | Senior w/ People Mgt | M0 | Service Designer |
| | Team Captain | M1 | Team Captain, Service Design |
| | Team Lead | M2 | Lead, Service Design |
| | Manager | M3 | Manager, Service Design |
| | Sr. Manager/Head | M4 | Sr. Manager/Head, Service Design |
| | Director | M5 | Director, Service Design |
| | Sr. Director | M6 | Sr. Director, Service Design |





PRODUCT

| JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|--------------------|----------------------|----------------------|-----------|
| PRODUCT MANAGEMENT | Product Management | Developing | P2 |
| | Product Management | Upper Developing | P2.1 |
| | Product Management | Senior | P3 |
| | Product Management | Upper Senior | P3.1 |
| | Product Management | Pro | P4 |
| | Product Management | Upper Pro | P4.1 |
| | Product Management | Expert | P5 |
| | Product Management | Principal | P6 |
| | Product Management | Strategist | P7 |
| | Product Management | Senior w/ People Mgt | M0 |
| | Product Management | Team Captain | M1 |
| | Product Management | Team Lead | M2 |
| | Product Management | Manager | M3 |
| | Product Management | Sr. Manager/Head | M4 |
| | Product Management | Director | M5 |
| | Product Management | Sr. Director | M6 |





PRODUCT

| JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|-------------------|----------------------|-----------|-------------------------------------|
| PRODUCT MARKETING | Senior | P3 | Product Marketing Manager |
| | Upper Senior | P3.1 | Product Marketing Manager |
| | Pro | P4 | Sr. Product Marketing Manager |
| | Upper Pro | P4.1 | Sr. Product Marketing Manager |
| | Expert | P5 | Expert Product Marketing Manager |
| | Principal | P6 | Principal Product Marketing Manager |
| | Senior w/ People Mgt | M0 | Product Marketing Manager |
| | Team Captain | M1 | Team Captain, Product Marketing |
| | Team Lead | M2 | Lead, Product Marketing |
| | Manager | M3 | Manager, Product Marketing |
| | Sr. Manager/Head | M4 | Sr. Manager/Head, Product Marketing |
| | Director | M5 | Director, Product Marketing |
| | Sr. Director | M6 | Sr. Director, Product Marketing |



PRODUCT

| JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|--------------------------|----------------------|-----------|--|
| Product Design | Senior | P3 | Product Marketing Manager |
| Product Design | Upper Senior | P3.1 | Product Marketing Manager |
| Product Design | Pro | P4 | Sr. Product Marketing Manager |
| Product Design | Upper Pro | P4.1 | Sr. Product Marketing Manager |
| Product Design | Expert | P5 | Expert Product Marketing Manager |
| Product Design | Principal | P6 | Principal Product Marketing Manager |
| Product Design | Senior w/ People Mgt | M0 | Product Marketing Manager |
| Product Design | Team Captain | M1 | Team Captain, Product Marketing |
| Product Design | Team Lead | M2 | Lead, Product Marketing |
| Product Design | Manager | M3 | Manager, Product Marketing |
| Product Design | Sr. Manager/Head | M4 | Sr. Manager/Head, Product Marketing |
| Product Design | Director | M5 | Director, Product Marketing |
| Product Design | Sr. Director | M6 | Sr. Director, Product Marketing |
| Visual Design | Entry | P1 | Associate Visual Designer |
| Visual Design | Developing | P2 | Visual Designer |
| Visual Design | Upper Developing | P2.1 | Visual Designer |
| Visual Design | Senior | P3 | Sr. Visual Designer |
| Visual Design | Upper Senior | P3.1 | Sr. Visual Designer |
| Visual Design | Pro | P4 | Sr. Visual Designer II |
| Visual Design | Upper Pro | P4.1 | Sr. Visual Designer II |
| Visual Design | Expert | P5 | Expert Visual Designer |
| Visual Design | Principal | P6 | Principal Visual Designer |
| UX Design | Entry | P1 | Associate UX Designer |
| UX Design | Developing | P2 | UX Designer |
| UX Design | Upper Developing | P2.1 | UX Designer |
| UX Design | Senior | P3 | Sr. UX Designer |
| UX Design | Upper Senior | P3.1 | Sr. UX Designer |
| UX Design | Pro | P4 | Sr. UX Designer II |
| UX Design | Upper Pro | P4.1 | Sr. UX Designer II |
| UX Design | Expert | P5 | Expert UX Designer |
| UX Design | Principal | P6 | Principal UX Designer |
| UX Design | Senior w/ People Mgt | M0 | Sr. UX Designer |
| UX Design | Team Captain | M1 | Team Captain, UX Design |
| UX Design | Team Lead | M2 | Lead, UX Design |
| UX Design | Manager | M3 | Manager, UX Design |
| UX Design | Sr. Manager/Head | M4 | Sr. Manager/Head, UX Design |
| UX Design | Director | M5 | Director, UX Design |
| UX Design | Sr. Director | M6 | Sr. Director, UX Design |
| User Research | Entry | P1 | Associate User Researcher |
| User Research | Developing | P2 | User Researcher |
| User Research | Upper Developing | P2.1 | User Researcher |
| User Research | Senior | P3 | Sr. User Researcher |
| User Research | Upper Senior | P3.1 | Sr. User Researcher |
| User Research | Pro | P4 | Sr. User Researcher II |
| User Research | Upper Pro | P4.1 | Sr. User Researcher II |
| User Research | Expert | P5 | Expert User Researcher |
| User Research | Principal | P6 | Principal User Researcher |
| User Research | Senior w/ People Mgt | M0 | Sr. User Researcher |
| User Research | Team Captain | M1 | Team Captain, User Research |
| User Research | Team Lead | M2 | Lead, User Research |
| User Research | Manager | M3 | Manager, User Research |
| User Research | Sr. Manager/Head | M4 | Sr. Manager/Head, User Research |
| User Research | Director | M5 | Director, User Research |
| User Research | Sr. Director | M6 | Sr. Director, User Research |
| Information Architecture | Entry | P1 | UX Writer |
| Information Architecture | Developing | P2 | Sr. UX Writer |
| Information Architecture | Upper Developing | P2.1 | Sr. UX Writer |
| Information Architecture | Senior | P3 | Information Architect |
| Information Architecture | Upper Senior | P3.1 | Information Architect |
| Information Architecture | Pro | P4 | Sr. Information Architect |
| Information Architecture | Upper Pro | P4.1 | Sr. Information Architect |
| Information Architecture | Expert | P5 | Expert Information Architect |
| Information Architecture | Principal | P6 | Principal Information Architect |
| Information Architecture | Senior w/ People Mgt | M0 | Information Architect |
| Information Architecture | Team Captain | M1 | Team Captain, Information Architecture |
| Information Architecture | Team Lead | M2 | Lead, Information Architecture |
| Information Architecture | Manager | M3 | Manager, Information Architecture |

ADMINISTRATIVE

FACILITIES

FINANCE

LEGAL

MARKETING & COMMUNICATIONS

PEOPLE

CORPORATE

| | JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|----------------|----------------|----------------------|-----------|---------------------------|
| ADMINISTRATIVE | Administrative | Entry | P1 | Administrative Associate |
| | Administrative | Developing | P2 | Administrative Specialist |
| | Administrative | Upper Developing | P2.1 | Administrative Specialist |
| | Administrative | Senior | P3 | Administrative Officer |
| | Administrative | Upper Senior | P3.1 | Administrative Officer |
| | Administrative | Pro | P4 | Executive Assistant |
| | Administrative | Upper Pro | P4.1 | Sr. Executive Assistant |
| | Administrative | Fellow | P8 | Chief of Staff |



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CORPORATE

| | JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|------------|--------------|----------------------|-----------|------------------------------|
| FACILITIES | Facilities | Entry | P1 | Facilities Associate |
| | Facilities | Developing | P2 | Facilities Specialist |
| | Facilities | Upper Developing | P2.1 | Facilities Specialist |
| | Facilities | Senior | P3 | Sr. Facilities Specialist |
| | Facilities | Upper Senior | P3.1 | Sr. Facilities Specialist |
| | Facilities | Senior w/ People Mgt | M0 | Sr. Facilities Specialist |
| | Facilities | Team Captain | M1 | Team Captain, Facilities |
| | Facilities | Team Lead | M2 | Lead, Facilities |
| | Facilities | Manager | M3 | Manager, Facilities |
| | Facilities | Sr. Manager/Head | M4 | Sr. Manager/Head, Facilities |
| | Facilities | Director | M5 | Director, Facilities |
| | Facilities | Sr. Director | M6 | Sr. Director, Facilities |



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| JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|--------------|----------------------|-----------|---|
| ACCOUNTING | Entry | P1 | Accounting Associate |
| | Developing | P2 | Accountant |
| | Upper Developing | P2.1 | Accountant |
| | Senior | P3 | Sr. Accountant |
| | Upper Senior | P3.1 | Sr. Accountant |
| | Pro | P4 | Accounting Manager |
| | Upper Pro | P4.1 | Accounting Manager |
| | Expert | P5 | Assistant Controller |
| | Principal | P6 | Controller |
| | Senior w/ People Mgt | M0 | Sr. Accountant |
| | Team Captain | M1 | Team Captain, Accounting |
| | Team Lead | M2 | Lead, Accounting |
| | Manager | M3 | Manager, Accounting |
| | Sr. Manager/Head | M4 | Sr. Manager/Head, Accounting / Assistant Controller |
| | Director | M5 | Director, Accounting / Controller |
| | Sr. Director | M6 | Sr. Director, Accounting / Controller |
| FINANCE | Entry | P1 | Associate Financial Analyst |
| | Developing | P2 | Financial Analyst |
| | Upper Developing | P2.1 | Financial Analyst |
| | Senior | P3 | Sr. Financial Analyst |
| | Upper Senior | P3.1 | Sr. Financial Analyst |
| | Pro | P4 | Financial Manager |
| | Upper Pro | P4.1 | Financial Manager |
| | Expert | P5 | Sr. Financial Manager |
| | Principal | P6 | Principal Financial Manager |
| | Senior w/ People Mgt | M0 | Sr. Financial Analyst |
| | Team Captain | M1 | Team Captain, Finance |
| | Team Lead | M2 | Lead, Finance |
| | Manager | M3 | Manager, Finance |
| | Sr. Manager/Head | M4 | Sr. Manager/Head, Finance |
| | Director | M5 | Director, Finance |
| | Sr. Director | M6 | Sr. Director, Finance |



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CORPORATE

| JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|--------------|----------------------|-----------|-------------------------|
| LEGAL | Entry | P1 | Associate Legal Counsel |
| | Developing | P2 | Legal Counsel |
| | Upper Developing | P2.1 | Legal Counsel |
| | Senior | P3 | Sr. Legal Counsel |
| | Upper Senior | P3.1 | Sr. Legal Counsel |
| | Pro | P4 | Legal Counsel Partner |
| | Upper Pro | P4.1 | Legal Counsel Partner |
| | Expert | P5 | Expert Legal Counsel |



CORPORATE

| JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|-----------------------------|----------------------|-----------|--------------------------------------|
| Marketing Generalist | Entry | P1 | Marketing Associate |
| Marketing Generalist | Developing | P2 | Marketing Generalist |
| Marketing Generalist | Upper Developing | P2.1 | Marketing Generalist |
| Marketing Generalist | Senior | P3 | Sr. Marketing Generalist |
| Marketing Generalist | Upper Senior | P3.1 | Sr. Marketing Generalist |
| Marketing Generalist | Senior w/ People Mgt | M0 | Sr. Marketing Generalist |
| Marketing Generalist | Team Captain | M1 | Team Captain, Marketing Generalist |
| Marketing Generalist | Team Lead | M2 | Lead, Marketing Generalist |
| Marketing Generalist | Manager | M3 | Manager, Marketing Generalist |
| Events Management | Entry | P1 | Events Associate |
| Events Management | Developing | P2 | Events Specialist |
| Events Management | Upper Developing | P2.1 | Events Specialist |
| Events Management | Senior | P3 | Events Manager |
| Events Management | Upper Senior | P3.1 | Events Manager |
| Events Management | Pro | P4 | Sr. Events Manager |
| Events Management | Upper Pro | P4.1 | Sr. Events Manager |
| Events Management | Senior w/ People Mgt | M0 | Events Manager |
| Events Management | Team Captain | M1 | Team Captain, Events Management |
| Events Management | Team Lead | M2 | Lead, Events Management |
| Events Management | Manager | M3 | Manager, Events Management |
| Brand Management | Entry | P1 | Brand Associate |
| Brand Management | Developing | P2 | Brand Specialist |
| Brand Management | Upper Developing | P2.1 | Brand Specialist |
| Brand Management | Senior | P3 | Brand Manager |
| Brand Management | Upper Senior | P3.1 | Brand Manager |
| Brand Management | Pro | P4 | Sr. Brand Manager |
| Brand Management | Upper Pro | P4.1 | Sr. Brand Manager |
| Public Relations Management | Entry | P1 | Public Relations Associate |
| Public Relations Management | Developing | P2 | Public Relations Specialist |
| Public Relations Management | Upper Developing | P2.1 | Public Relations Specialist |
| Public Relations Management | Senior | P3 | Public Relations Manager |
| Public Relations Management | Upper Senior | P3.1 | Public Relations Manager |
| Public Relations Management | Pro | P4 | Sr. Public Relations Manager |
| Public Relations Management | Upper Pro | P4.1 | Sr. Public Relations Manager |
| Communications | Entry | P1 | Communications Associate |
| Communications | Developing | P2 | Communications Specialist |
| Communications | Upper Developing | P2.1 | Communications Specialist |
| Communications | Senior | P3 | Sr. Communications Specialist |
| Communications | Upper Senior | P3.1 | Sr. Communications Specialist |
| Communications | Pro | P4 | Communications Manager |
| Communications | Upper Pro | P4.1 | Communications Manager |
| Communications | Expert | P5 | Sr. Communications Manager |
| Communications | Senior w/ People Mgt | M0 | Sr. Communications Specialist |
| Communications | Team Captain | M1 | Team Captain, Communications |
| Communications | Team Lead | M2 | Lead, Communications |
| Communications | Manager | M3 | Manager, Communications |
| Communications | Sr. Manager/Head | M4 | Sr. Manager/Head, Communications |
| Communications | Director | M5 | Director, Communications |
| Communications | Sr. Director | M6 | Sr. Director, Communications |
| Social Media Management | Entry | P1 | Social Media Associate |
| Social Media Management | Developing | P2 | Social Media Specialist |
| Social Media Management | Upper Developing | P2.1 | Social Media Specialist |
| Social Media Management | Senior | P3 | Social Media Manager |
| Social Media Management | Upper Senior | P3.1 | Social Media Manager |
| Social Media Management | Pro | P4 | Sr. Social Media Manager |
| Social Media Management | Upper Pro | P4.1 | Sr. Social Media Manager |
| Social Media Management | Senior w/ People Mgt | M0 | Social Media Manager |
| Social Media Management | Team Captain | M1 | Team Captain, Social Media |
| Social Media Management | Team Lead | M2 | Lead, Social Media |
| Copywriting | Entry | P1 | Associate Copywriter |
| Copywriting | Developing | P2 | Copywriter |
| Copywriting | Upper Developing | P2.1 | Copywriter |
| Copywriting | Senior | P3 | Sr. Copywriter |
| Copywriting | Upper Senior | P3.1 | Sr. Copywriter |
| Content Management | Senior | P3 | Content Manager |
| Content Management | Upper Senior | P3.1 | Content Manager |
| Content Management | Pro | P4 | Content Strategist |
| Content Management | Upper Pro | P4.1 | Content Strategist |
| Content Management | Expert | P5 | Sr. Content Strategist |
| Content Management | Senior w/ People Mgt | M0 | Content Manager |
| Content Management | Team Captain | M1 | Team Captain, Content Management |
| Content Management | Team Lead | M2 | Lead, Content Management |
| Content Management | Manager | M3 | Manager, Content Management |
| Content Management | Sr. Manager/Head | M4 | Sr. Manager/Head, Content Management |
| SEO Management | Senior | P3 | SEO Manager |
| SEO Management | Upper Senior | P3.1 | SEO Manager |
| SEO Management | Pro | P4 | SEO Strategist |
| SEO Management | Upper Pro | P4.1 | SEO Strategist |
| SEO Management | Expert | P5 | Sr. SEO Strategist |
| SEO Management | Senior w/ People Mgt | M0 | SEO Manager |
| SEO Management | Team Captain | M1 | Team Captain, SEO Management |
| SEO Management | Team Lead | M2 | Lead, SEO Management |
| SEO Management | Manager | M3 | Manager, SEO Management |
| SEO Management | Sr. Manager/Head | M4 | Sr. Manager/Head, SEO Management |
| Communication Design | Entry | P1 | Associate Communication Designer |
| Communication Design | Developing | P2 | Communication Designer |
| Communication Design | Upper Developing | P2.1 | Communication Designer |
| Communication Design | Senior | P3 | Sr. Communication Designer |
| Communication Design | Upper Senior | P3.1 | Sr. Communication Designer |
| Communication Design | Pro | P4 | Communication Designer II |
| Communication Design | Upper Pro | P4.1 | Communication Designer II |
| Communication Design | Senior w/ People Mgt | M0 | Sr. Communication Designer |
| Communication Design | Team Captain | M1 | Team Captain, Communication Design |
| Communication Design | Team Lead | M2 | Lead, Communication Design |
| Creative Services | Team Lead | M2 | Lead, Creative Services |
| Creative Services | Manager | M3 | Manager, Creative Services |
| Creative Services | Sr. Manager/Head | M4 | Sr. Manager/Head, Creative Services |
| Creative Services | Director | M5 | Director, Creative Services |
| Creative Services | Sr. Director | M6 | Sr. Director, Creative Services |
| Demand Generation | Developing | P2 | Demand Generation Specialist |
| Demand Generation | Upper Developing | P2.1 | Demand Generation Specialist |
| Demand Generation | Senior | P3 | Demand Generation Manager |
| Demand Generation | Upper Senior | P3.1 | Demand Generation Manager |
| Demand Generation | Pro | P4 | Sr. Demand Generation Manager |
| Demand Generation | Upper Pro | P4.1 | Sr. Demand Generation Manager |
| Demand Generation | Expert | P5 | Expert Demand Generation Manager |
| Demand Generation | Principal | P6 | Principal Demand Generation Manager |
| Demand Generation | Senior w/ People Mgt | M0 | Demand Generation Manager |
| Demand Generation | Team Captain | M1 | Team Captain, Demand Generation |
| Demand Generation | Team Lead | M2 | Lead, Demand Generation |
| Demand Generation | Manager | M3 | Manager, Demand Generation |
| Demand Generation | Sr. Manager/Head | M4 | Sr. Manager/Head, Demand Generation |
| Demand Generation | Director | M5 | Director, Demand Generation |
| Demand Generation | Sr. Director | M6 | Sr. Director, Demand Generation |
| Field Marketing | Developing | P2 | Field Marketing Specialist |
| Field Marketing | Upper Developing | P2.1 | Field Marketing Specialist |
| Field Marketing | Senior | P3 | Field Marketing Manager |
| Field Marketing | Upper Senior | P3.1 | Field Marketing Manager |
| Field Marketing | Pro | P4 | Sr. Field Marketing Manager |
| Field Marketing | Upper Pro | P4.1 | Sr. Field Marketing Manager |
| Field Marketing | Expert | P5 | Expert Field Marketing Manager |
| Field Marketing | Principal | P6 | Principal Field Marketing Manager |
| Field Marketing | Senior w/ People Mgt | M0 | Field Marketing Manager |
| Field Marketing | Senior w/ People Mgt | M0 | Field Marketing Manager |
| Field Marketing | Team Captain | M1 | Team Captain, Field Marketing |
| Field Marketing | Team Lead | M2 | Lead, Field Marketing |
| Field Marketing | Manager | M3 | Manager, Field Marketing |
| Field Marketing | Sr. Manager/Head | M4 | Sr. Manager/Head, Field Marketing |
| Field Marketing | Director | M5 | Director, Field Marketing |
| Field Marketing | Sr. Director | M6 | Sr. Director, Field Marketing |

CORPORATE

| JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|---------------------------|----------------------|-----------|---|
| Talent Acquisition | Entry | P1 | Talent Acquisition Associate |
| Talent Acquisition | Developing | P2 | Talent Acquisition Specialist |
| Talent Acquisition | Upper Developing | P2.1 | Talent Acquisition Specialist |
| Talent Acquisition | Senior | P3 | Sr. Talent Acquisition Specialist |
| Talent Acquisition | Upper Senior | P3.1 | Sr. Talent Acquisition Specialist |
| Talent Acquisition | Senior w/ People Mgt | M0 | Sr. Talent Acquisition Specialist |
| Talent Acquisition | Team Captain | M1 | Team Captain, Talent Acquisition |
| Talent Acquisition | Team Lead | M2 | Lead, Talent Acquisition |
| Talent Acquisition | Manager | M3 | Manager, Talent Acquisition |
| Talent Acquisition | Sr. Manager/Head | M4 | Sr. Manager/Head, Talent Acquisition |
| Talent Acquisition | Director | M5 | Director, Talent Acquisition |
| Talent Acquisition | Sr. Director | M6 | Sr. Director, Talent Acquisition |
| Employer Branding | Entry | P1 | Employer Branding Associate |
| Employer Branding | Developing | P2 | Employer Branding Specialist |
| Employer Branding | Upper Developing | P2.1 | Employer Branding Specialist |
| Employer Branding | Senior | P3 | Sr. Employer Branding Specialist |
| Compensation and Benefits | Entry | P1 | Compensation and Benefits Associate |
| Compensation and Benefits | Developing | P2 | Compensation and Benefits Specialist |
| Compensation and Benefits | Upper Developing | P2.1 | Compensation and Benefits Specialist |
| Compensation and Benefits | Senior | P3 | Sr. Compensation and Benefits Specialist |
| Compensation and Benefits | Upper Senior | P3.1 | Sr. Compensation and Benefits Specialist |
| Compensation and Benefits | Senior w/ People Mgt | M0 | Sr. Compensation and Benefits Specialist |
| Compensation and Benefits | Team Captain | M1 | Team Captain, Compensation and Benefits |
| Compensation and Benefits | Team Lead | M2 | Lead, Compensation and Benefits |
| Compensation and Benefits | Manager | M3 | Manager, Compensation and Benefits |
| Compensation and Benefits | Sr. Manager/Head | M4 | Sr. Manager/Head, Compensation and Benefits |
| Compensation and Benefits | Director | M5 | Director, Compensation and Benefits |
| Compensation and Benefits | Sr. Director | M6 | Sr. Director, Compensation and Benefits |
| Learning and Development | Entry | P1 | Learning Associate |
| Learning and Development | Developing | P2 | Learning Specialist |
| Learning and Development | Upper Developing | P2.1 | Learning Specialist |
| Learning and Development | Senior | P3 | Sr. Learning Specialist |
| Learning and Development | Upper Senior | P3.1 | Sr. Learning Specialist |
| Learning and Development | Pro | P4 | Learning and Development Partner |
| Learning and Development | Upper Pro | P4.1 | Learning and Development Partner |
| Learning and Development | Expert | P5 | Learning and Development Expert |
| Learning and Development | Senior w/ People Mgt | M0 | Sr. Learning Specialist |
| Learning and Development | Team Captain | M1 | Team Captain, Learning and Development |
| Learning and Development | Team Lead | M2 | Lead, Learning and Development |
| Learning and Development | Manager | M3 | Manager, Learning and Development |
| Learning and Development | Sr. Manager/Head | M4 | Sr. Manager/Head, Learning and Development |
| Learning and Development | Director | M5 | Director, Learning and Development |
| Learning and Development | Sr. Director | M6 | Sr. Director, Learning and Development |
| People Partnership | Developing | P2 | Associate People Partner |
| People Partnership | Upper Developing | P2.1 | Associate People Partner |
| People Partnership | Senior | P3 | People Partner |
| People Partnership | Upper Senior | P3.1 | People Partner |
| People Partnership | Pro | P4 | Sr. People Partner |
| People Partnership | Upper Pro | P4.1 | Sr. People Partner |
| People Partnership | Expert | P5 | Expert People Partner |
| People Partnership | Principal | P6 | Principal People Partner |
| People Partnership | Senior w/ People Mgt | M0 | People Partner |
| People Partnership | Team Captain | M1 | Team Captain, People Partnership |
| People Partnership | Team Lead | M2 | Lead, People Partnership |
| People Partnership | Manager | M3 | Manager, People Partnership |
| People Partnership | Sr. Manager/Head | M4 | Sr. Manager/Head, People Partnership |
| People Partnership | Director | M5 | Director, People Partnership |
| People Partnership | Sr. Director | M6 | Sr. Director, People Partnership |
| Global Mobility | Entry | P1 | Global Mobility Associate |
| Global Mobility | Developing | P2 | Global Mobility Specialist |
| Global Mobility | Upper Developing | P2.1 | Global Mobility Specialist |
| Global Mobility | Senior | P3 | Sr. Global Mobility Specialist |
| Global Mobility | Upper Senior | P3.1 | Sr. Global Mobility Specialist |
| Global Mobility | Senior w/ People Mgt | M0 | Sr. Global Mobility Specialist |
| Global Mobility | Team Captain | M1 | Team Captain, Global Mobility |
| Global Mobility | Team Lead | M2 | Lead, Global Mobility |
| People Services | Entry | P1 | People Services Associate |
| People Services | Developing | P2 | People Services Specialist |
| People Services | Upper Developing | P2.1 | People Services Specialist |
| People Services | Senior | P3 | Sr. People Services Specialist |
| People Services | Upper Senior | P3.1 | Sr. People Services Specialist |
| People Services | Senior w/ People Mgt | M0 | Sr. People Services Specialist |
| People Services | Team Captain | M1 | Team Captain, People Services |
| People Services | Team Lead | M2 | Lead, People Services |
| People Services | Manager | M3 | Manager, People Services |
| People Services | Sr. Manager/Head | M4 | Sr. Manager/Head, People Services |
| People Services | Director | M5 | Director, People Services |
| People Services | Sr. Director | M6 | Sr. Director, People Services |





TECHNOLOGY

| JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|------------------------|------------------------|----------------------|-----------|
| SOLUTIONS ARCHITECTURE | Solutions Architecture | Developing | P2 |
| | Solutions Architecture | Upper Developing | P2.1 |
| | Solutions Architecture | Senior | P3 |
| | Solutions Architecture | Upper Senior | P3.1 |
| | Solutions Architecture | Pro | P4 |
| | Solutions Architecture | Upper Pro | P4.1 |
| | Solutions Architecture | Expert | P5 |
| | Solutions Architecture | Principal | P6 |
| | Solutions Architecture | Strategist | P7 |
| | Solutions Architecture | Senior w/ People Mgt | M0 |
| | Solutions Architecture | Team Captain | M1 |
| | Solutions Architecture | Team Lead | M2 |
| | Solutions Architecture | Manager | M3 |
| | Solutions Architecture | Sr. Manager/Head | M4 |
| | Solutions Architecture | Director | M5 |
| | Solutions Architecture | Sr. Director | M6 |



SOLUTIONS ARCHITECTURE SOLUTIONS DEVELOPMENT SOFTWARE ENGINEERING ML&DATA ENGINEERING ML&DATA SCIENCE INFORMATION TECHNOLOGY SECURITY

TECHNOLOGY

| | JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|-----------------------|-----------------------|----------------------|-----------|---|
| SOLUTIONS DEVELOPMENT | Solutions Development | Entry | P1 | Associate Solutions Developer |
| | Solutions Development | Developing | P2 | Solutions Developer |
| | Solutions Development | Upper Developing | P2.1 | Solutions Developer |
| | Solutions Development | Senior | P3 | Sr. Solutions Developer |
| | Solutions Development | Upper Senior | P3.1 | Sr. Solutions Developer |
| | Solutions Development | Pro | P4 | Sr. Solutions Developer II |
| | Solutions Development | Upper Pro | P4.1 | Sr. Solutions Developer II |
| | Solutions Development | Senior w/ People Mgt | M0 | Sr. Solutions Developer |
| | Solutions Development | Team Captain | M1 | Team Captain, Solutions Development |
| | Solutions Development | Team Lead | M2 | Lead, Solutions Development |
| | Solutions Development | Manager | M3 | Manager, Solutions Development |
| | Solutions Development | Sr. Manager/Head | M4 | Sr. Manager/Head, Solutions Development |





SOFTWARE ENGINEERING

| JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|----------------------------------|----------------------|-----------|--|
| Front-End Engineering | Entry | P1 | Associate Software Engineer |
| Front-End Engineering | Developing | P2 | Software Engineer |
| Front-End Engineering | Upper Developing | P2.1 | Software Engineer |
| Front-End Engineering | Senior | P3 | Sr. Software Engineer |
| Front-End Engineering | Upper Senior | P3.1 | Sr. Software Engineer |
| Front-End Engineering | Pro | P4 | Sr. Software Engineer II |
| Front-End Engineering | Upper Pro | P4.1 | Sr. Software Engineer II |
| Front-End Engineering | Expert | P5 | Expert Software Engineer |
| Front-End Engineering | Principal | P6 | Principal Software Engineer |
| Back-End Engineering | Entry | P1 | Associate Software Engineer |
| Back-End Engineering | Developing | P2 | Software Engineer |
| Back-End Engineering | Upper Developing | P2.1 | Software Engineer |
| Back-End Engineering | Senior | P3 | Sr. Software Engineer |
| Back-End Engineering | Upper Senior | P3.1 | Sr. Software Engineer |
| Back-End Engineering | Pro | P4 | Sr. Software Engineer II |
| Back-End Engineering | Upper Pro | P4.1 | Sr. Software Engineer II |
| Back-End Engineering | Expert | P5 | Expert Software Engineer |
| Back-End Engineering | Principal | P6 | Principal Software Engineer |
| Full-Stack Engineering | Entry | P1 | Associate Software Engineer |
| Full-Stack Engineering | Developing | P2 | Software Engineer |
| Full-Stack Engineering | Upper Developing | P2.1 | Software Engineer |
| Full-Stack Engineering | Senior | P3 | Sr. Software Engineer |
| Full-Stack Engineering | Upper Senior | P3.1 | Sr. Software Engineer |
| Full-Stack Engineering | Pro | P4 | Sr. Software Engineer II |
| Full-Stack Engineering | Upper Pro | P4.1 | Sr. Software Engineer II |
| Full-Stack Engineering | Expert | P5 | Expert Software Engineer |
| Full-Stack Engineering | Principal | P6 | Principal Software Engineer |
| Mobile Software Engineering | Entry | P1 | Associate Mobile Software Engineer |
| Mobile Software Engineering | Developing | P2 | Mobile Software Engineer |
| Mobile Software Engineering | Upper Developing | P2.1 | Mobile Software Engineer |
| Mobile Software Engineering | Senior | P3 | Sr. Mobile Software Engineer |
| Mobile Software Engineering | Upper Senior | P3.1 | Sr. Mobile Software Engineer |
| Mobile Software Engineering | Pro | P4 | Sr. Mobile Software Engineer II |
| Mobile Software Engineering | Upper Pro | P4.1 | Sr. Mobile Software Engineer II |
| Mobile Software Engineering | Expert | P5 | Expert Mobile Software Engineer |
| Mobile Software Engineering | Principal | P6 | Principal Mobile Software Engineer |
| Quality Assurance Engineering | Entry | P1 | Associate QA Engineer |
| Quality Assurance Engineering | Developing | P2 | QA Engineer |
| Quality Assurance Engineering | Upper Developing | P2.1 | QA Engineer |
| Quality Assurance Engineering | Senior | P3 | Sr. QA Engineer |
| Quality Assurance Engineering | Upper Senior | P3.1 | Sr. QA Engineer |
| Quality Assurance Engineering | Pro | P4 | Sr. QA Engineer II |
| Quality Assurance Engineering | Upper Pro | P4.1 | Sr. QA Engineer II |
| Quality Assurance Engineering | Expert | P5 | Expert QA Engineer |
| Quality Assurance Engineering | Principal | P6 | Principal QA Engineer |
| Automation Engineering | Entry | P1 | Associate Automation Engineer |
| Automation Engineering | Developing | P2 | Automation Engineer |
| Automation Engineering | Upper Developing | P2.1 | Automation Engineer |
| Automation Engineering | Senior | P3 | Sr. Automation Engineer |
| Automation Engineering | Upper Senior | P3.1 | Sr. Automation Engineer |
| Automation Engineering | Pro | P4 | Sr. Automation Engineer II |
| Automation Engineering | Upper Pro | P4.1 | Sr. Automation Engineer II |
| Automation Engineering | Expert | P5 | Expert Automation Engineer |
| Automation Engineering | Principal | P6 | Principal Automation Engineer |
| Quality Ownership | Senior | P3 | Quality Owner |
| Quality Ownership | Upper Senior | P3.1 | Quality Owner |
| Quality Ownership | Pro | P4 | Sr. Quality Owner |
| Quality Ownership | Upper Pro | P4.1 | Sr. Quality Owner |
| Quality Ownership | Expert | P5 | Expert Quality Owner |
| Quality Ownership | Principal | P6 | Principal Quality Owner |
| Software Engineering Management | Senior w/ People Mgt | M0 | Sr. Software Engineer |
| Software Engineering Management | Team Captain | M1 | Team Captain, Software Engineering |
| Software Engineering Management | Team Lead | M2 | Lead, Software Engineering |
| Software Engineering Management | Manager | M3 | Manager, Software Engineering |
| Software Engineering Management | Sr. Manager/Head | M4 | Sr. Manager/Head, Software Engineering |
| Software Engineering Management | Director | M5 | Director, Software Engineering |
| Software Engineering Management | Sr. Director | M6 | Sr. Director, Software Engineering |
| Software Architecture | Pro | P4 | Software Architect |
| Software Architecture | Upper Pro | P4.1 | Software Architect |
| Software Architecture | Expert | P5 | Sr. Software Architect |
| Software Architecture | Principal | P6 | Principal Software Architect |
| Software Architecture | Strategist | P7 | Strategic Software Architect |
| Software Architecture | Team Lead | M2 | Lead, Software Architecture |
| Software Architecture | Manager | M3 | Manager, Software Architecture |
| Software Architecture | Sr. Manager/Head | M4 | Sr. Manager/Head, Software Architecture |
| Software Architecture | Director | M5 | Director, Software Architecture |
| Software Architecture | Sr. Director | M6 | Sr. Director, Software Architecture |
| DevOps Engineering | Entry | P1 | Associate DevOps Engineer |
| DevOps Engineering | Developing | P2 | DevOps Engineer |
| DevOps Engineering | Upper Developing | P2.1 | DevOps Engineer |
| DevOps Engineering | Senior | P3 | Sr. DevOps Engineer |
| DevOps Engineering | Upper Senior | P3.1 | Sr. DevOps Engineer |
| DevOps Engineering | Pro | P4 | Sr. DevOps Engineer II |
| DevOps Engineering | Upper Pro | P4.1 | Sr. DevOps Engineer II |
| DevOps Engineering | Expert | P5 | Expert DevOps Engineer |
| DevOps Engineering | Principal | P6 | Principal DevOps Engineer |
| DevOps Engineering | Senior w/ People Mgt | M0 | Sr. DevOps Engineer |
| DevOps Engineering | Team Captain | M1 | Team Captain, DevOps Engineering |
| DevOps Engineering | Team Lead | M2 | Lead, DevOps Engineering |
| DevOps Engineering | Manager | M3 | Manager, DevOps Engineering |
| DevOps Engineering | Sr. Manager/Head | M4 | Sr. Manager/Head, DevOps Engineering |
| DevOps Engineering | Director | M5 | Director, DevOps Engineering |
| DevOps Engineering | Sr. Director | M6 | Sr. Director, DevOps Engineering |
| Site Reliability Engineering | Entry | P1 | Associate Site Reliability Engineer |
| Site Reliability Engineering | Developing | P2 | Site Reliability Engineer |
| Site Reliability Engineering | Upper Developing | P2.1 | Site Reliability Engineer |
| Site Reliability Engineering | Senior | P3 | Sr. Site Reliability Engineer |
| Site Reliability Engineering | Upper Senior | P3.1 | Sr. Site Reliability Engineer |
| Site Reliability Engineering | Pro | P4 | Sr. Site Reliability Engineer II |
| Site Reliability Engineering | Upper Pro | P4.1 | Sr. Site Reliability Engineer II |
| Site Reliability Engineering | Expert | P5 | Expert Site Reliability Engineer |
| Site Reliability Engineering | Principal | P6 | Principal Site Reliability Engineer |
| Site Reliability Engineering | Senior w/ People Mgt | M0 | Sr. Site Reliability Engineer |
| Site Reliability Engineering | Team Captain | M1 | Team Captain, Site Reliability Engineering |
| Site Reliability Engineering | Team Lead | M2 | Lead, Site Reliability Engineering |
| Site Reliability Engineering | Manager | M3 | Manager, Site Reliability Engineering |
| Site Reliability Engineering | Sr. Manager/Head | M4 | Sr. Manager/Head, Site Reliability Engineering |
| Site Reliability Engineering | Director | M5 | Director, Site Reliability Engineering |
| Site Reliability Engineering | Sr. Director | M6 | Sr. Director, Site Reliability Engineering |
| Database Reliability Engineering | Entry | P1 | Associate Database Reliability Engineer |
| Database Reliability Engineering | Developing | P2 | Database Reliability Engineer |
| Database Reliability Engineering | Upper Developing | P2.1 | Database Reliability Engineer |
| Database Reliability Engineering | Senior | P3 | Sr. Database Reliability Engineer |
| Database Reliability Engineering | Upper Senior | P3.1 | Sr. Database Reliability Engineer |
| Database Reliability Engineering | Pro | P4 | Sr. Database Reliability Engineer II |
| Database Reliability Engineering | Upper Pro | P4.1 | Sr. Database Reliability Engineer II |
| Database Reliability Engineering | Expert | P5 | Expert Database Reliability Engineer |
| Database Reliability Engineering | Principal | P6 | Principal Database Reliability Engineer |
| Database Reliability Engineering | Senior w/ People Mgt | M0 | Sr. Database Reliability Engineer |
| Database Reliability Engineering | Team Captain | M1 | Team Captain, Database Reliability Engineering |
| Database Reliability Engineering | Team Lead | M2 | Lead, Database Reliability Engineering |
| Database Reliability Engineering | Manager | M3 | Manager, Database Reliability Engineering |
| Database Reliability Engineering | Sr. Manager/Head | M4 | Sr. Manager/Head, Database Reliability Engineering |
| Database Reliability Engineering | Director | M5 | Director, Database Reliability Engineering |
| Database Reliability Engineering | Sr. Director | M6 | Sr. Director, Database Reliability Engineering |
| Tech Support Engineering | Entry | P1 | Associate Tech Support Engineer |
| Tech Support Engineering | Developing | P2 | Tech Support Engineer |
| Tech Support Engineering | Upper Developing | P2.1 | Tech Support Engineer |
| Tech Support Engineering | Senior | P3 | Sr. Tech Support Engineer |
| Tech Support Engineering | Upper Senior | P3.1 | Sr. Tech Support Engineer |
| Tech Support Engineering | Pro | P4 | Sr. Tech Support Engineer II |
| Tech Support Engineering | Upper Pro | P4.1 | Sr. Tech Support Engineer II |
| Tech Support Engineering | Expert | P5 | Expert Tech Support Engineer |
| Tech Support Engineering | Principal | P6 | Principal Tech Support Engineer |
| Tech Support Engineering | Senior w/ People Mgt | M0 | Sr. Tech Support Engineer |
| Tech Support Engineering | Team Captain | M1 | Team Captain, Tech Support Engineering |
| Tech Support Engineering | Team Lead | M2 | Lead, Tech Support Engineering |
| Tech Support Engineering | Manager | M3 | Manager, Tech Support Engineering |
| Tech Support Engineering | Sr. Manager/Head | M4 | Sr. Manager/Head, Tech Support Engineering |
| Tech Support Engineering | Director | M5 | Director, Tech Support Engineering |
| Tech Support Engineering | Sr. Director | M6 | Sr. Director, Tech Support Engineering |
| Agile Coaching | Entry | P1 | Associate Agile Coach |
| Agile Coaching | Developing | P2 | Agile Coach |
| Agile Coaching | Upper Developing | P2.1 | Agile Coach |
| Agile Coaching | Senior | P3 | Sr. Agile Coach |
| Agile Coaching | Upper Senior | P3.1 | Sr. Agile Coach |
| Agile Coaching | Pro | P4 | Sr. Agile Coach II |
| Agile Coaching | Upper Pro | P4.1 | Sr. Agile Coach II |
| Agile Coaching | Expert | P5 | Expert Agile Coach |
| Agile Coaching | Principal | P6 | Principal Agile Coach |
| Agile Coaching | Senior w/ People Mgt | M0 | Sr. Agile Coach |
| Agile Coaching | Team Captain | M1 | Team Captain, Agile Coaching |
| Agile Coaching | Team Lead | M2 | Lead, Agile Coaching |
| Agile Coaching | Manager | M3 | Manager, Agile Coaching |
| Agile Coaching | Sr. Manager/Head | M4 | Sr. Manager/Head, Agile Coaching |
| Agile Coaching | Director | M5 | Director, Agile Coaching |
| Agile Coaching | Sr. Director | M6 | Sr. Director, Agile Coaching |

SOFTWARE ENGINEERING

TECHNOLOGY

| Job Function | Job Level Descriptor | Job Level | Job Title |
|-----------------------------------|----------------------|-----------|---|
| Speech Engineering | Entry | P1 | Associate Speech Engineer |
| Speech Engineering | Developing | P2 | Speech Engineer |
| Speech Engineering | Upper Developing | P2.1 | Speech Engineer |
| Speech Engineering | Senior | P3 | Sr. Speech Engineer |
| Speech Engineering | Upper Senior | P3.1 | Sr. Speech Engineer |
| Speech Engineering | Pro | P4 | Sr. Speech Engineer II |
| Speech Engineering | Upper Pro | P4.1 | Sr. Speech Engineer II |
| Speech Engineering | Expert | P5 | Expert Speech Engineer |
| Speech Engineering | Principal | P6 | Principal Speech Engineer |
| Speech Engineering | Strategist | M5 | Distinguished Speech Engineer |
| Speech Engineering | Senior w/ People Mgt | M0 | Sr. Speech Engineer |
| Speech Engineering | Team Captain | M1 | Team Captain, Speech Engineering |
| Speech Engineering | Team Lead | M2 | Lead, Speech Engineering |
| Speech Engineering | Manager | M3 | Manager, Speech Engineering |
| Speech Engineering | Sr. Manager/Head | M4 | Sr. Manager/Head, Speech Engineering |
| NLP Engineering | Entry | P1 | Associate NLP Engineer |
| NLP Engineering | Developing | P2 | NLP Engineer |
| NLP Engineering | Upper Developing | P2.1 | NLP Engineer |
| NLP Engineering | Senior | P3 | Sr. NLP Engineer |
| NLP Engineering | Upper Senior | P3.1 | Sr. NLP Engineer |
| NLP Engineering | Pro | P4 | Sr. NLP Engineer II |
| NLP Engineering | Upper Pro | P4.1 | Sr. NLP Engineer II |
| NLP Engineering | Expert | P5 | Expert NLP Engineer |
| NLP Engineering | Principal | P6 | Principal NLP Engineer |
| NLP Engineering | Strategist | M5 | Distinguished NLP Engineer |
| NLP Engineering | Senior w/ People Mgt | M0 | Sr. NLP Engineer |
| NLP Engineering | Team Captain | M1 | Team Captain, NLP Engineering |
| NLP Engineering | Team Lead | M2 | Lead, NLP Engineering |
| NLP Engineering | Manager | M3 | Manager, NLP Engineering |
| NLP Engineering | Sr. Manager/Head | M4 | Sr. Manager/Head, NLP Engineering |
| Computer Vision Engineering | Entry | P1 | Associate Computer Vision Engineer |
| Computer Vision Engineering | Developing | P2 | Computer Vision Engineer |
| Computer Vision Engineering | Upper Developing | P2.1 | Computer Vision Engineer |
| Computer Vision Engineering | Senior | P3 | Sr. Computer Vision Engineer |
| Computer Vision Engineering | Upper Senior | P3.1 | Sr. Computer Vision Engineer |
| Computer Vision Engineering | Pro | P4 | Sr. Computer Vision Engineer II |
| Computer Vision Engineering | Upper Pro | P4.1 | Sr. Computer Vision Engineer II |
| Computer Vision Engineering | Expert | P5 | Expert Computer Vision Engineer |
| Computer Vision Engineering | Principal | P6 | Principal Computer Vision Engineer |
| Computer Vision Engineering | Strategist | P7 | Distinguished Computer Vision Engineer |
| Computer Vision Engineering | Senior w/ People Mgt | M0 | Sr. Computer Vision Engineer |
| Computer Vision Engineering | Team Captain | M1 | Team Captain, Computer Vision Engineering |
| Computer Vision Engineering | Team Lead | M2 | Lead, Computer Vision Engineering |
| Computer Vision Engineering | Manager | M3 | Manager, Computer Vision Engineering |
| Computer Vision Engineering | Sr. Manager/Head | M4 | Sr. Manager/Head, Computer Vision Engineering |
| Machine Learning Engineering Mgt | Manager | M3 | Manager, Machine Learning Engineering |
| Machine Learning Engineering Mgt | Sr. Manager/Head | M4 | Sr. Manager/Head, Machine Learning Engineering |
| Machine Learning Engineering Mgt | Director | M5 | Director, Machine Learning Engineering |
| Machine Learning Engineering Mgt | Sr. Director | M6 | Sr. Director, Machine Learning Engineering |
| Data Engineering | Entry | P1 | Associate Data Engineer |
| Data Engineering | Developing | P2 | Data Engineer |
| Data Engineering | Upper Developing | P2.1 | Data Engineer |
| Data Engineering | Senior | P3 | Sr. Data Engineer |
| Data Engineering | Upper Senior | P3.1 | Sr. Data Engineer |
| Data Engineering | Pro | P4 | Sr. Data Engineer II |
| Data Engineering | Upper Pro | P4.1 | Sr. Data Engineer II |
| Data Engineering | Expert | P5 | Expert Data Engineer |
| Data Engineering | Principal | P6 | Principal Data Engineer |
| Data Engineering | Strategist | P7 | Distinguished Data Engineer |
| Data Engineering Management | Senior w/ People Mgt | M0 | Sr. Data Engineer |
| Data Engineering Management | Team Captain | M1 | Team Captain, Data Engineering |
| Data Engineering Management | Team Lead | M2 | Lead, Data Engineering |
| Data Engineering Management | Manager | M3 | Manager, Data Engineering |
| Data Engineering Management | Sr. Manager/Head | M4 | Sr. Manager/Head, Data Engineering |
| Data Engineering Management | Director | M5 | Director, Data Engineering |
| Data Engineering Management | Sr. Director | M6 | Sr. Director, Data Engineering |
| Data Architecture | Pro | P4 | Data Architect |
| Data Architecture | Upper Pro | P4.1 | Data Architect |
| Data Architecture | Expert | P5 | Sr. Data Architect |
| Data Architecture | Principal | P6 | Principal Data Architect |
| Data Architecture | Strategist | P7 | Distinguished Data Architect |
| Data Architecture | Team Captain | M1 | Team Captain, Architecture |
| Data Architecture | Team Lead | M2 | Lead, Architecture |
| Data Architecture | Manager | M3 | Manager, Architecture |
| Data Architecture | Sr. Manager/Head | M4 | Sr. Manager/Head, Architecture |
| Data Architecture | Director | M5 | Director, Architecture |
| Data Architecture | Sr. Director | M6 | Sr. Director, Architecture |
| DataOps Engineering | Entry | P1 | Associate DataOps Engineer |
| DataOps Engineering | Developing | P2 | DataOps Engineer |
| DataOps Engineering | Upper Developing | P2.1 | DataOps Engineer |
| DataOps Engineering | Senior | P3 | Sr. DataOps Engineer |
| DataOps Engineering | Upper Senior | P3.1 | Sr. DataOps Engineer |
| DataOps Engineering | Pro | P4 | Sr. DataOps Engineer II |
| DataOps Engineering | Upper Pro | P4.1 | Sr. DataOps Engineer II |
| DataOps Engineering | Expert | P5 | Expert DataOps Engineer |
| DataOps Engineering | Expert | P5 | Expert DataOps Engineer |
| DataOps Engineering | Principal | P6 | Principal DataOps Engineer |
| DataOps Engineering | Senior w/ People Mgt | M0 | Sr. DataOps Engineer |
| DataOps Engineering | Team Captain | M1 | Team Captain, DataOps Engineering |
| DataOps Engineering | Team Lead | M2 | Lead, DataOps Engineering |
| DataOps Engineering | Manager | M3 | Manager, DataOps Engineering |
| DataOps Engineering | Sr. Manager/Head | M4 | Sr. Manager/Head, DataOps Engineering |
| Data Architecture | Pro | P4 | Data Architect |
| Data Architecture | Upper Pro | P4.1 | Data Architect |
| Data Architecture | Expert | P5 | Sr. Data Architect |
| Data Architecture | Principal | P6 | Principal Data Architect |
| Data Architecture | Strategist | P7 | Distinguished Data Architect |
| Data Architecture | Team Captain | M1 | Team Captain, Architecture |
| Data Architecture | Team Lead | M2 | Lead, Architecture |
| Data Architecture | Manager | M3 | Manager, Architecture |
| Data Architecture | Sr. Manager/Head | M4 | Sr. Manager/Head, Architecture |
| Data Architecture | Director | M5 | Director, Architecture |
| Data Architecture | Sr. Director | M6 | Sr. Director, Architecture |
| Data Infrastructure Engineering | Entry | P1 | Associate Data Infrastructure Engineer |
| Data Infrastructure Engineering | Developing | P2 | Data Infrastructure Engineer |
| Data Infrastructure Engineering | Upper Developing | P2.1 | Data Infrastructure Engineer |
| Data Infrastructure Engineering | Senior | P3 | Sr. Data Infrastructure Engineer |
| Data Infrastructure Engineering | Upper Senior | P3.1 | Sr. Data Infrastructure Engineer |
| Data Infrastructure Engineering | Pro | P4 | Sr. Data Infrastructure Engineer II |
| Data Infrastructure Engineering | Upper Pro | P4.1 | Sr. Data Infrastructure Engineer II |
| Data Infrastructure Engineering | Expert | P5 | Expert Data Infrastructure Engineer |
| Data Infrastructure Engineering | Principal | P6 | Principal Data Infrastructure Engineer |
| Data Infrastructure Engineering | Senior w/ People Mgt | M0 | Sr. Data Infrastructure Engineer |
| Data Infrastructure Engineering | Team Captain | M1 | Team Captain, Data Infrastructure Engineering |
| Data Infrastructure Engineering | Team Lead | M2 | Lead, Data Infrastructure Engineering |
| Data Infrastructure Engineering | Manager | M3 | Manager, Data Infrastructure Engineering |
| Data Infrastructure Engineering | Sr. Manager/Head | M4 | Sr. Manager/Head, Data Infrastructure Engineering |
| Data Infrastructure Engineering | Director | M5 | Director, Data Infrastructure Engineering |
| Data Infrastructure Engineering | Sr. Director | M6 | Sr. Director, Data Infrastructure Engineering |
| Business Intelligence Engineering | Entry | P1 | Associate BI Engineer |
| Business Intelligence Engineering | Developing | P2 | BI Engineer |
| Business Intelligence Engineering | Upper Developing | P2.1 | BI Engineer |
| Business Intelligence Engineering | Senior | P3 | Sr. BI Engineer |
| Business Intelligence Engineering | Upper Senior | P3.1 | Sr. BI Engineer |
| Business Intelligence Engineering | Pro | P4 | Sr. BI Engineer II |
| Business Intelligence Engineering | Upper Pro | P4.1 | Sr. BI Engineer II |
| Business Intelligence Engineering | Expert | P5 | Expert BI Engineer |
| Business Intelligence Engineering | Principal | P6 | Principal BI Engineer |
| Business Intelligence Engineering | Senior w/ People Mgt | M0 | Sr. BI Engineer |
| Business Intelligence Engineering | Team Captain | M1 | Team Captain, Business Intelligence |
| Business Intelligence Engineering | Team Lead | M2 | Lead, Business Intelligence |
| Business Intelligence Engineering | Manager | M3 | Manager, Business Intelligence |
| Business Intelligence Engineering | Sr. Manager/Head | M4 | Sr. Manager/Head, Business Intelligence |
| Data Quality Engineering | Entry | P1 | Associate Data Quality Engineer |
| Data Quality Engineering | Developing | P2 | Data Quality Engineer |
| Data Quality Engineering | Upper Developing | P2.1 | Data Quality Engineer |
| Data Quality Engineering | Senior | P3 | Sr. Data Quality Engineer |
| Data Quality Engineering | Upper Senior | P3.1 | Sr. Data Quality Engineer |
| Data Quality Engineering | Pro | P4 | Sr. Data Quality Engineer II |
| Data Quality Engineering | Upper Pro | P4.1 | Sr. Data Quality Engineer II |
| Data Quality Engineering | Expert | P5 | Expert Data Quality Engineer |
| Data Quality Engineering | Principal | P6 | Principal Data Quality Engineer |
| Data Quality Engineering | Senior w/ People Mgt | M0 | Sr. Data Quality Engineer |
| Data Quality Engineering | Team Captain | M1 | Team Captain, Data Quality Engineering |
| Data Quality Engineering | Team Lead | M2 | Lead, Data Quality Engineering |
| Data Quality Engineering | Manager | M3 | Manager, Data Quality Engineering |
| Data Quality Engineering | Sr. Manager/Head | M4 | Sr. Manager/Head, Data Quality Engineering |

TECHNOLOGY

| JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|-------------------------|----------------------|-----------|---|
| Speech Science | Entry | P1 | Associate Speech Scientist |
| Speech Science | Developing | P2 | Speech Scientist |
| Speech Science | Upper Developing | P2.1 | Speech Scientist |
| Speech Science | Senior | P3 | Sr. Speech Scientist |
| Speech Science | Upper Senior | P3.1 | Sr. Speech Scientist |
| Speech Science | Pro | P4 | Sr. Speech Scientist II |
| Speech Science | Upper Pro | P4.1 | Sr. Speech Scientist II |
| Speech Science | Expert | P5 | Expert Speech Scientist |
| Speech Science | Principal | P6 | Principal Speech Scientist |
| Speech Science | Strategist | M5 | Distinguished Speech Scientist |
| Speech Science | Senior w/ People Mgt | M0 | Sr. Speech Scientist |
| Speech Science | Team Captain | M1 | Team Captain, Speech Science |
| Speech Science | Team Lead | M2 | Lead, Speech Science |
| Speech Science | Manager | M3 | Manager, Speech Science |
| Speech Science | Sr. Manager/Head | M4 | Sr. Manager/Head, Speech Science |
| NLP Science | Entry | P1 | Associate NLP Scientist |
| NLP Science | Developing | P2 | NLP Scientist |
| NLP Science | Upper Developing | P2.1 | NLP Scientist |
| NLP Science | Senior | P3 | Sr. NLP Scientist |
| NLP Science | Upper Senior | P3.1 | Sr. NLP Scientist |
| NLP Science | Pro | P4 | Sr. NLP Scientist II |
| NLP Science | Upper Pro | P4.1 | Sr. NLP Scientist II |
| NLP Science | Expert | P5 | Expert NLP Scientist |
| NLP Science | Principal | P6 | Principal NLP Scientist |
| NLP Science | Strategist | M5 | Distinguished NLP Scientist |
| NLP Science | Senior w/ People Mgt | M0 | Sr. NLP Scientist |
| NLP Science | Team Captain | M1 | Team Captain, NLP Science |
| NLP Science | Team Lead | M2 | Lead, NLP Science |
| NLP Science | Manager | M3 | Manager, NLP Science |
| NLP Science | Sr. Manager/Head | M4 | Sr. Manager/Head, NLP Science |
| Computer Vision Science | Entry | P1 | Associate Computer Vision Scientist |
| Computer Vision Science | Developing | P2 | Computer Vision Scientist |
| Computer Vision Science | Upper Developing | P2.1 | Computer Vision Scientist |
| Computer Vision Science | Senior | P3 | Sr. Computer Vision Scientist |
| Computer Vision Science | Upper Senior | P3.1 | Sr. Computer Vision Scientist |
| Computer Vision Science | Pro | P4 | Sr. Computer Vision Scientist II |
| Computer Vision Science | Upper Pro | P4.1 | Sr. Computer Vision Scientist II |
| Computer Vision Science | Expert | P5 | Expert Computer Vision Scientist |
| Computer Vision Science | Principal | P6 | Principal Computer Vision Scientist |
| Computer Vision Science | Strategist | P7 | Distinguished Computer Vision Scientist |
| Computer Vision Science | Senior w/ People Mgt | M0 | Sr. Computer Vision Scientist |
| Computer Vision Science | Team Captain | M1 | Team Captain, Computer Vision Science |
| Computer Vision Science | Team Lead | M2 | Lead, Computer Vision Science |
| Computer Vision Science | Manager | M3 | Manager, Computer Vision Science |
| Computer Vision Science | Sr. Manager/Head | M4 | Sr. Manager/Head, Computer Vision Science |
| Data Science | Entry | P1 | Associate Data Scientist |
| Data Science | Developing | P2 | Data Scientist |
| Data Science | Upper Developing | P2.1 | Data Scientist |
| Data Science | Senior | P3 | Sr. Data Scientist |
| Data Science | Upper Senior | P3.1 | Sr. Data Scientist |
| Data Science | Pro | P4 | Sr. Data Scientist II |
| Data Science | Upper Pro | P4.1 | Sr. Data Scientist II |
| Data Science | Expert | P5 | Expert Data Scientist |
| Data Science | Principal | P6 | Principal Data Scientist |
| Data Science | Strategist | M5 | Distinguished Data Scientist |
| Data Science | Senior w/ People Mgt | M0 | Sr. Data Scientist |
| Data Science | Team Captain | M1 | Team Captain, Data Science |
| Data Science | Team Lead | M2 | Lead, Data Science |
| Data Science | Manager | M3 | Manager, Data Science |
| Data Science | Sr. Manager/Head | M4 | Sr. Manager/Head, Data Science |
| Data Science | Director | M5 | Director, Data Science |
| Data Science | Sr. Director | M6 | Sr. Director, Data Science |





TECHNOLOGY

| JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|------------------------|------------------------|----------------------|-----------|
| INFORMATION TECHNOLOGY | Systems Administration | Entry | P1 |
| | Systems Administration | Developing | P2 |
| | Systems Administration | Upper Developing | P2.1 |
| | Systems Administration | Senior | P3 |
| | Systems Administration | Upper Senior | P3.1 |
| | Systems Administration | Pro | P4 |
| | Systems Administration | Upper Pro | P4.1 |
| | IT | Entry | P1 |
| | IT | Developing | P2 |
| | IT | Upper Developing | P2.1 |
| | IT | Senior | P3 |
| | IT | Upper Senior | P3.1 |
| | IT | Pro | P4 |
| | IT | Upper Pro | P4.1 |
| | IT | Senior w/ People Mgt | M0 |
| | IT | Team Captain | M1 |
| | IT | Team Lead | M2 |
| | IT | Manager | M3 |
| | IT | Sr. Manager/Head | M4 |
| | IT | Director | M5 |
| | IT | Sr. Director | M6 |



CUSTOMER

| JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|------------------|----------------------|-----------|-------------------------------------|
| Customer Success | Entry | P1 | Customer Success Associate |
| | Developing | P2 | Customer Success Associate |
| | Upper Developing | P2.1 | Customer Success Associate |
| | Senior | P3 | Customer Success Manager |
| | Upper Senior | P3.1 | Customer Success Manager |
| | Pro | P4 | Sr. Customer Success Manager |
| | Upper Pro | P4.1 | Sr. Customer Success Manager |
| | Senior w/ People Mgt | M0 | Customer Success Manager |
| | Team Captain | M1 | Sr. Customer Success Manager |
| | Team Lead | M2 | Team Lead, Customer Success |
| | Manager | M3 | Manager, Customer Success |
| | Sr. Manager/Head | M4 | Sr. Manager/Head, Customer Success |
| | Director | M5 | Director, Customer Success |
| | Sr. Director | M6 | Sr. Director, Customer Success |
| | VP | EXEC | VP, Customer Success |
| Customer Service | Entry | P1 | Customer Service Associate |
| | Developing | P2 | Customer Service Representative |
| | Upper Developing | P2.1 | Customer Service Representative |
| | Senior | P3 | Sr. Customer Service Representative |
| | Upper Senior | P3.1 | Sr. Customer Service Representative |
| | Senior w/ People Mgt | M0 | Sr. Customer Service Representative |
| | Team Captain | M1 | Team Captain, Customer Service |
| | Team Lead | M2 | Lead, Customer Service |
| | Manager | M3 | Manager, Customer Service |
| | Sr. Manager/Head | M4 | Sr. Manager/Head, Customer Service |
| | Director | M5 | Director, Customer Service |
| | Sr. Director | M6 | Sr. Director, Customer Service |



CUSTOMER

| JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|--------------------------------|----------------------|-----------|--|
| Outside Sales | Developing | P2 | Account Executive |
| Outside Sales | Upper Developing | P2.1 | Account Executive |
| Outside Sales | Senior | P3 | Sales Executive |
| Outside Sales | Upper Senior | P3.1 | Sales Executive |
| Outside Sales | Pro | P4 | Sr. Sales Executive |
| Outside Sales | Upper Pro | P4.1 | Sr. Sales Executive |
| Outside Sales | Expert | P5 | Expert Sales Executive |
| Outside Sales | Principal | P6 | Principal Sales Executive |
| Outside Sales | Senior w/ People Mgt | M0 | Sales Manager |
| Outside Sales | Team Captain | M1 | Sales Manager |
| Outside Sales | Team Lead | M2 | Sr. Sales Manager |
| Outside Sales | Manager | M3 | Manager, Sales [Territory] |
| Outside Sales | Sr. Manager/Head | M4 | Sr. Manager/Head, Sales [Territory] |
| Outside Sales | Director | M5 | Director, Sales [Territory] |
| Outside Sales | Sr. Director | M6 | Sr. Director, Sales [Territory] |
| Outside Sales | VP | EXEC | VP, Sales [Territory] |
| Inside Sales | Entry | P1 | Inside Sales Associate |
| Inside Sales | Developing | P2 | Inside Sales Representative |
| Inside Sales | Upper Developing | P2.1 | Inside Sales Representative |
| Inside Sales | Senior | P3 | Sr. Inside Sales Representative |
| Inside Sales | Upper Senior | P3.1 | Sr. Inside Sales Representative |
| Inside Sales | Senior w/ People Mgt | M0 | Sr. Inside Sales Representative |
| Inside Sales | Team Captain | M1 | Team Captain, Inside Sales |
| Inside Sales | Team Lead | M2 | Lead, Inside Sales |
| Inside Sales | Manager | M3 | Manager, Inside Sales |
| Inside Sales | Sr. Manager/Head | M4 | Sr. Manager/Head, Inside Sales |
| Inside Sales | Director | M5 | Director, Inside Sales |
| Inside Sales | Sr. Director | M6 | Sr. Director, Inside Sales |
| Sales Operations | Entry | P1 | Sales Operations Associate |
| Sales Operations | Developing | P2 | Sales Operations Analyst |
| Sales Operations | Upper Developing | P2.1 | Sales Operations Analyst |
| Sales Operations | Senior | P3 | Sr. Sales Operations Analyst |
| Sales Operations | Upper Senior | P3.1 | Sr. Sales Operations Analyst |
| Sales Operations | Senior w/ People Mgt | M0 | Sr. Sales Operations Analyst |
| Sales Operations | Team Captain | M1 | Team Captain, Sales Operations |
| Sales Operations | Team Lead | M2 | Lead, Sales Operations |
| Sales Operations | Manager | M3 | Manager, Sales Operations |
| Sales Operations | Sr. Manager/Head | M4 | Sr. Manager/Head, Sales Operations |
| Sales Operations | Director | M5 | Director, Sales Operations |
| Sales Operations | Sr. Director | M6 | Sr. Director, Sales Operations |
| Sales Enablement | Senior | P3 | Sales Enablement Manager |
| Sales Enablement | Upper Senior | P3.1 | Sales Enablement Manager |
| Sales Enablement | Senior w/ People Mgt | M0 | Sales Enablement Manager |
| Sales Enablement | Team Captain | M1 | Team Captain, Sales Enablement |
| Sales Enablement | Team Lead | M2 | Lead, Sales Enablement |
| Sales Enablement | Manager | M3 | Manager, Sales Enablement |
| Sales Enablement | Sr. Manager/Head | M4 | Sr. Manager/Head, Sales Enablement |
| Sales Enablement | Director | M5 | Director, Sales Enablement |
| Sales Enablement | Sr. Director | M6 | Sr. Director, Sales Enablement |
| Business Development | Entry | P1 | Business Development Associate |
| Business Development | Developing | P2 | Business Development Representative |
| Business Development | Upper Developing | P2.1 | Business Development Representative |
| Business Development | Senior | P3 | Sr. Business Development Representative |
| Business Development | Upper Senior | P3.1 | Sr. Business Development Representative |
| Business Development | Senior w/ People Mgt | M0 | Sr. Business Development Representative |
| Business Development | Team Captain | M1 | Team Captain, Business Development |
| Business Development | Team Lead | M2 | Lead, Business Development |
| Business Development | Manager | M3 | Manager, Business Development |
| Business Development | Sr. Manager/Head | M4 | Sr. Manager/Head, Business Development |
| Business Development | Director | M5 | Director, Business Development |
| Business Development | Sr. Director | M6 | Sr. Director, Business Development |
| Business Intelligence Analysis | Entry | P1 | Associate Business Intelligence Analyst |
| Business Intelligence Analysis | Developing | P2 | Business Intelligence Analyst |
| Business Intelligence Analysis | Upper Developing | P2.1 | Business Intelligence Analyst |
| Business Intelligence Analysis | Senior | P3 | Sr. Business Intelligence Analyst |
| Business Intelligence Analysis | Upper Senior | P3.1 | Sr. Business Intelligence Analyst |
| Business Intelligence Analysis | Senior w/ People Mgt | M0 | Sr. Business Intelligence Analyst |
| Business Intelligence Analysis | Team Captain | M1 | Team Captain, Business Intelligence Analysis |
| Business Intelligence Analysis | Team Lead | M2 | Lead, Business Intelligence Analysis |
| Business Intelligence Analysis | Manager | M3 | Manager, Business Intelligence Analysis |
| Sales Channels & Alliances | Senior | P3 | Channel Manager |
| Sales Channels & Alliances | Upper Senior | P3.1 | Channel Manager |
| Sales Channels & Alliances | Pro | P4 | Sr. Channel Manager |
| Sales Channels & Alliances | Upper Pro | P4.1 | Sr. Channel Manager |
| Sales Channels & Alliances | Senior w/ People Mgt | M0 | Channel Manager |
| Sales Channels & Alliances | Team Captain | M1 | Team Captain, Channel & Alliances |
| Sales Channels & Alliances | Team Lead | M2 | Team Lead, Channel & Alliances |
| Sales Channels & Alliances | Manager | M3 | Manager, Channel & Alliances |
| Sales Channels & Alliances | Sr. Manager/Head | M4 | Sr. Manager/Head, Channel & Alliances |
| Sales Channels & Alliances | Director | M5 | Director, Channel & Alliances |
| Sales Channels & Alliances | Sr. Director | M6 | Sr. Director, Channel & Alliances |
| Sales Partners & Alliances | Senior | P3 | Partners & Alliances Manager |
| Sales Partners & Alliances | Upper Senior | P3.1 | Partners & Alliances Manager |
| Sales Partners & Alliances | Pro | P4 | Sr. Partners & Alliances Manager |
| Sales Partners & Alliances | Upper Pro | P4.1 | Sr. Partners & Alliances Manager |
| Sales Partners & Alliances | Senior w/ People Mgt | M0 | Partners & Alliances Manager |
| Sales Partners & Alliances | Team Captain | M1 | Team Captain, Partners & Alliances |
| Sales Partners & Alliances | Team Lead | M2 | Team Lead, Partners & Alliances |
| Sales Partners & Alliances | Manager | M3 | Manager, Partners & Alliances |
| Sales Partners & Alliances | Sr. Manager/Head | M4 | Sr. Manager/Head, Partners & Alliances |
| Sales Partners & Alliances | Director | M5 | Director, Partners & Alliances |
| Sales Partners & Alliances | Sr. Director | M6 | Sr. Director, Partners & Alliances |



SERVICES & OPERATIONS

| JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE | |
|--------------|-------------------------|----------------------|-----------|---|
| COMMUNITY | Ambassadorship Programs | Developing | P2 | Ambassador Program Specialist |
| | Ambassadorship Programs | Upper Developing | P2.1 | Ambassador Program Specialist |
| | Ambassadorship Programs | Senior | P3 | Ambassador Program Manager |
| | Ambassadorship Programs | Upper Senior | P3.1 | Ambassador Program Manager |
| | Ambassadorship Programs | Pro | P4 | Sr. Ambassador Program Manager |
| | Ambassadorship Programs | Upper Pro | P4.1 | Sr. Ambassador Program Manager |
| | Ambassadorship Programs | Expert | P5 | Expert Ambassador Program Manager |
| | Ambassadorship Programs | Senior w/ People Mgt | M0 | Ambassador Program Manager |
| | Ambassadorship Programs | Team Captain | M1 | Team Captain, Ambassadorship Programs |
| | Ambassadorship Programs | Team Lead | M2 | Lead, Ambassadorship Programs |
| | Ambassadorship Programs | Manager | M3 | Manager, Ambassadorship Programs |
| | Ambassadorship Programs | Sr. Manager/Head | M4 | Sr. Manager/Head, Ambassadorship Programs |
| | Community Management | Developing | P2 | Sr. Community Specialist |
| | Community Management | Upper Developing | P2.1 | Sr. Community Specialist |
| | Community Management | Senior | P3 | Sr. Community Specialist |
| | Community Management | Upper Senior | P3.1 | Sr. Community Specialist |
| | Community Management | Pro | P4 | Community Manager |
| | Community Management | Upper Pro | P4.1 | Community Manager |
| | Community Management | Expert | P5 | Sr. Community Manager |
| | Community Management | Senior w/ People Mgt | M0 | Sr. Community Specialist |
| | Community Management | Team Captain | M1 | Team Captain, Community Management |
| | Community Management | Team Lead | M2 | Lead, Community Management |
| | Community Management | Manager | M3 | Manager, Community Management |
| | Community Management | Sr. Manager/Head | M4 | Sr. Manager/Head, Community Management |





SERVICES & OPERATIONS

| JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|-----------------------------|----------------------|-----------|---|
| Technical Training | Entry | P1 | Associate Technical Trainer |
| Technical Training | Developing | P2 | Technical Trainer |
| Technical Training | Upper Developing | P2.1 | Technical Trainer |
| Technical Training | Senior | P3 | Sr. Technical Trainer |
| Technical Training | Upper Senior | P3.1 | Sr. Technical Trainer |
| Technical Training | Pro | P4 | Sr. Technical Trainer II |
| Technical Training | Upper Pro | P4.1 | Sr. Technical Trainer II |
| Technical Training | Expert | P5 | Expert Technical Trainer |
| Technical Training | Principal | P6 | Principal Technical Trainer |
| Technical Training | Senior w/ People Mgt | M0 | Sr. Technical Trainer |
| Technical Training | Team Captain | M1 | Team Captain, Technical Training |
| Technical Training | Team Lead | M2 | Lead, Technical Training |
| Technical Training | Manager | M3 | Manager, Technical Training |
| Technical Training | Sr. Manager/Head | M4 | Sr. Manager/Head, Technical Training |
| Technical Writing | Entry | P1 | Associate Technical Writer |
| Technical Writing | Developing | P2 | Technical Writer |
| Technical Writing | Upper Developing | P2.1 | Technical Writer |
| Technical Writing | Senior | P3 | Sr. Technical Writer |
| Technical Writing | Upper Senior | P3.1 | Sr. Technical Writer |
| Technical Writing | Pro | P4 | Sr. Technical Writer II |
| Technical Writing | Upper Pro | P4.1 | Sr. Technical Writer II |
| Technical Writing | Expert | P5 | Expert Technical Writer |
| Technical Writing | Principal | P6 | Principal Technical Writer |
| Technical Writing | Senior w/ People Mgt | M0 | Sr. Technical Writer |
| Technical Writing | Team Captain | M1 | Team Captain, Technical Writing |
| Technical Writing | Team Lead | M2 | Lead, Technical Writing |
| Technical Writing | Manager | M3 | Manager, Technical Writing |
| Technical Writing | Sr. Manager/Head | M4 | Sr. Manager/Head, Technical Writing |
| E-Learning Content Creation | Entry | P1 | Associate E-Learning Content Creator |
| E-Learning Content Creation | Developing | P2 | E-Learning Content Creator |
| E-Learning Content Creation | Upper Developing | P2.1 | E-Learning Content Creator |
| E-Learning Content Creation | Senior | P3 | Sr. E-Learning Content Creator |
| E-Learning Content Creation | Upper Senior | P3.1 | Sr. E-Learning Content Creator |
| E-Learning Content Creation | Pro | P4 | Sr. E-Learning Content Creator II |
| E-Learning Content Creation | Upper Pro | P4.1 | Sr. E-Learning Content Creator II |
| E-Learning Content Creation | Expert | P5 | Expert E-Learning Content Creator |
| E-Learning Content Creation | Principal | P6 | Principal E-Learning Content Creator |
| E-Learning Content Creation | Senior w/ People Mgt | M0 | Sr. E-Learning Content Creator |
| E-Learning Content Creation | Team Captain | M1 | Team Captain, E-Learning Content Creation |
| E-Learning Content Creation | Team Lead | M2 | Lead, E-Learning Content Creation |
| E-Learning Content Creation | Manager | M3 | Manager, E-Learning Content Creation |
| E-Learning Content Creation | Sr. Manager/Head | M4 | Sr. Manager/Head, E-Learning Content Creation |

CONTENT



SERVICES & OPERATIONS

| JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|---------------------------|----------------------|-----------|---|
| Guideline Creation | Entry | P1 | Associate Guideline Creator |
| Guideline Creation | Developing | P2 | Guideline Creator |
| Guideline Creation | Upper Developing | P2.1 | Guideline Creator |
| Guideline Creation | Senior | P3 | Guideline Creator II |
| Guideline Creation | Upper Senior | P3.1 | Guideline Creator II |
| Guideline Creation | Pro | P4 | Sr. Guideline Creator |
| Guideline Creation | Upper Pro | P4.1 | Sr. Guideline Creator |
| Guideline Creation | Senior w/ People Mgt | M0 | Guideline Creator II |
| Guideline Creation | Team Captain | M1 | Team Captain, Guideline Creation |
| Guideline Creation | Team Lead | M2 | Lead, Guideline Creation |
| Linguistics | Entry | P1 | Associate Linguist |
| Linguistics | Developing | P2 | Linguist |
| Linguistics | Upper Developing | P2.1 | Linguist |
| Linguistics | Senior | P3 | Sr. Linguist |
| Linguistics | Upper Senior | P3.1 | Sr. Linguist |
| Linguistics | Pro | P4 | Sr. Linguist II |
| Linguistics | Upper Pro | P4.1 | Sr. Linguist II |
| Linguistics | Expert | P5 | Expert Linguist |
| Linguistics | Principal | P6 | Principal Linguist |
| Linguistics | Senior w/ People Mgt | M0 | Sr. Linguist |
| Linguistics | Team Captain | M1 | Team Captain, Linguistics |
| Linguistics | Team Lead | M2 | Lead, Linguistics |
| Linguistics | Manager | M3 | Manager, Linguistics |
| Linguistics | Sr. Manager/Head | M4 | Sr. Manager/Head, Linguistics |
| Computational Linguistics | Entry | P1 | Associate Computational Linguist |
| Computational Linguistics | Developing | P2 | Computational Linguist |
| Computational Linguistics | Upper Developing | P2.1 | Computational Linguist |
| Computational Linguistics | Senior | P3 | Sr. Computational Linguist |
| Computational Linguistics | Upper Senior | P3.1 | Sr. Computational Linguist |
| Computational Linguistics | Pro | P4 | Sr. Computational Linguist II |
| Computational Linguistics | Upper Pro | P4.1 | Sr. Computational Linguist II |
| Computational Linguistics | Expert | P5 | Expert Computational Linguist |
| Computational Linguistics | Principal | P6 | Principal Computational Linguist |
| Computational Linguistics | Senior w/ People Mgt | M0 | Sr. Computational Linguist |
| Computational Linguistics | Team Captain | M1 | Team Captain, Computational Linguistics |
| Computational Linguistics | Team Lead | M2 | Lead, Computational Linguistics |
| Computational Linguistics | Manager | M3 | Manager, Computational Linguistics |
| Computational Linguistics | Sr. Manager/Head | M4 | Sr. Manager/Head, Computational Linguistics |
| Data Quality Management | Entry | P1 | Associate Data Quality Specialist |
| Data Quality Management | Developing | P2 | Data Quality Specialist |
| Data Quality Management | Upper Developing | P2.1 | Data Quality Specialist |
| Data Quality Management | Senior | P3 | Sr. Data Quality Specialist |
| Data Quality Management | Upper Senior | P3.1 | Sr. Data Quality Specialist |
| Data Quality Management | Pro | P4 | Sr. Data Quality Specialist II |
| Data Quality Management | Upper Pro | P4.1 | Sr. Data Quality Specialist II |
| Data Quality Management | Expert | P5 | Expert Data Quality Specialist |
| Data Quality Management | Principal | P6 | Principal Data Quality Specialist |
| Data Quality Management | Senior w/ People Mgt | M0 | Sr. Data Quality Specialist |
| Data Quality Management | Team Captain | M1 | Team Captain, Data Quality Management |
| Data Quality Management | Team Lead | M2 | Lead, Data Quality Management |
| Data Quality Management | Manager | M3 | Manager, Data Quality Management |
| Data Quality Management | Sr. Manager/Head | M4 | Sr. Manager/Head, Data Quality Management |
| Data Quality Management | Director | M5 | Director, Data Quality Management |
| Data Quality Management | Sr. Director | M6 | Sr. Director, Data Quality Management |



SERVICES & OPERATIONS

| JOB FUNCTION | JOB LEVEL DESCRIPTOR | JOB LEVEL | JOB TITLE |
|----------------------------|----------------------|-----------|--|
| Engagement Management | Pro | P4 | Engagement Manager |
| Engagement Management | Upper Pro | P4.1 | Engagement Manager |
| Engagement Management | Expert | P5 | Sr. Engagement Manager |
| Engagement Management | Principal | P6 | Principal Engagement Manager |
| Engagement Management | Strategist | P7 | Strategic Engagement Manager |
| Engagement Management | Team Lead | M2 | Lead, Engagement Management |
| Engagement Management | Manager | M3 | Manager, Engagement Management |
| Engagement Management | Sr. Manager/Head | M4 | Sr. Manager/Head, Engagement Management |
| Engagement Management | Director | M5 | Director, Engagement Management |
| Engagement Management | Sr. Director | M6 | Sr. Director, Engagement Management |
| Operations Management | Senior | P3 | Operations Manager |
| Operations Management | Upper Senior | P3.1 | Operations Manager |
| Operations Management | Pro | P4 | Sr. Operations Manager |
| Operations Management | Upper Pro | P4.1 | Sr. Operations Manager |
| Operations Management | Expert | P5 | Expert Operations Manager |
| Operations Management | Principal | P6 | Principal Operations Manager |
| Operations Management | Strategist | P7 | Strategic Operations Manager |
| Operations Management | Senior w/ People Mgt | M0 | Operations Manager |
| Operations Management | Team Captain | M1 | Team Captain, Operations Management |
| Operations Management | Team Lead | M2 | Lead, Operations Management |
| Operations Management | Manager | M3 | Manager, Operations Management |
| Operations Management | Sr. Manager/Head | M4 | Sr. Manager/Head, Operations Management |
| Operations Management | Director | M5 | Director, Operations Management |
| Operations Management | Sr. Director | M6 | Sr. Director, Operations Management |
| Program/Project Management | Developing | P2 | Project Manager, [Project Name] |
| Program/Project Management | Upper Developing | P2.1 | Project Manager, [Project Name] |
| Program/Project Management | Senior | P3 | Sr. Project Manager, [Project Name] |
| Program/Project Management | Upper Senior | P3.1 | Sr. Project Manager, [Project Name] |
| Program/Project Management | Pro | P4 | Program Manager |
| Program/Project Management | Upper Pro | P4.1 | Program Manager |
| Program/Project Management | Expert | P5 | Sr. Program Manager |
| Program/Project Management | Principal | P6 | Principal, Program Management & Strategy |
| Program/Project Management | Strategist | P7 | Strategic Advisor, [Project Name] |
| Program/Project Management | Senior w/ People Mgt | M0 | Sr. Project Manager, [Project Name] |
| Program/Project Management | Team Captain | M1 | Team Captain, Program/Project Management |
| Program/Project Management | Team Lead | M2 | Lead, Program/Project Management |
| Program/Project Management | Manager | M3 | Manager, Program/Project Management |
| Program/Project Management | Sr. Manager/Head | M4 | Sr. Manager/Head, Program/Project Management |
| Program/Project Management | Director | M5 | Director, Program/Project Management |
| Program/Project Management | Sr. Director | M6 | Sr. Director, Program/Project Management |
| Project Execution | Entry | P1 | Project Execution Associate |
| Project Execution | Developing | P2 | Project Execution Specialist |
| Project Execution | Upper Developing | P2.1 | Project Execution Specialist |
| Project Execution | Senior | P3 | Sr. Project Execution Specialist |
| Project Execution | Upper Senior | P3.1 | Sr. Project Execution Specialist |
| Project Execution | Senior w/ People Mgt | M0 | Sr. Project Execution Specialist |
| Project Execution | Team Captain | M1 | Team Captain, Project Execution |
| Project Execution | Team Lead | M2 | Lead, Project Execution |
| Project Execution | Manager | M3 | Manager, Project Execution |
| Project Execution | Sr. Manager/Head | M4 | Sr. Manager/Head, Project Execution |
| Suppliers & Procurement | Entry | P1 | Suppliers & Procurement Associate |
| Suppliers & Procurement | Developing | P2 | Suppliers & Procurement Specialist |
| Suppliers & Procurement | Upper Developing | P2.1 | Suppliers & Procurement Specialist |
| Suppliers & Procurement | Senior | P3 | Sr. Suppliers & Procurement Specialist |
| Suppliers & Procurement | Upper Senior | P3.1 | Sr. Suppliers & Procurement Specialist |
| Suppliers & Procurement | Senior w/ People Mgt | M0 | Sr. Suppliers & Procurement Specialist |
| Suppliers & Procurement | Team Captain | M1 | Team Captain, Suppliers & Procurement |
| Suppliers & Procurement | Team Lead | M2 | Lead, Suppliers & Procurement |
| Suppliers & Procurement | Manager | M3 | Manager, Suppliers & Procurement |
| Suppliers & Procurement | Sr. Manager/Head | M4 | Sr. Manager/Head, Suppliers & Procurement |
| Suppliers & Procurement | Director | M5 | Director, Suppliers & Procurement |
| Suppliers & Procurement | Sr. Director | M6 | Sr. Director, Suppliers & Procurement |
| Language Services | Entry | P1 | Language Services Associate |
| Language Services | Developing | P2 | Language Services Specialist |
| Language Services | Upper Developing | P2.1 | Language Services Specialist |
| Language Services | Senior | P3 | Sr. Language Services Specialist |
| Language Services | Upper Senior | P3.1 | Sr. Language Services Specialist |
| Language Services | Pro | P4 | Sr. Language Services Specialist II |
| Language Services | Upper Pro | P4.1 | Sr. Language Services Specialist II |
| Language Services | Senior w/ People Mgt | M0 | Sr. Language Services Specialist |
| Language Services | Team Captain | M1 | Team Captain, Language Services |
| Language Services | Team Lead | M2 | Lead, Language Services |