

DEFINED.AI
JOB MODEL

Shoot for the stars
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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 Infrasctruture Engineering Business Intelligence Engineering Data Quality Engineering
ML & Data Science	Speech Science NLP Science Computer Vision Science Data Science
Information Technology	Systems Administration IT
Security	Information Security Security Architecture Pentesting Application Security Engineering DevSecOps 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

Administrative	Administrative Chief of Staff
Facilities	Facilities
Finance	Accounting Finance
Legal	Legal Counseling
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
People	Talent Acquisition Talent Acquisition Employer Branding Compensation & Benefits Learning & Development People Partnership Global Mobility People Services





PRODUCT

	JOB FUNCTION	JOB LEVEL DESCRIPTOR	JOB LEVEL	JOB TITLE
SERVICE DESIGN	Service Design	Senior	P3	Service Designer
	Service Design	Upper Senior	P3.1	Service Designer
	Service Design	Pro	P4	Sr. Service Designer
	Service Design	Upper Pro	P4.1	Sr. Service Designer
	Service Design	Expert	P5	Expert Service Designer
	Service Design	Principal	P6	Principal Service Designer
	Service Design	Senior w/ People Mgt	M0	Service Designer
	Service Design	Team Captain	M1	Team Captain, Service Design
	Service Design	Team Lead	M2	Lead, Service Design
	Service Design	Manager	M3	Manager, Service Design
	Service Design	Sr. Manager/Head	M4	Sr. Manager/Head, Service Design
	Service Design	Director	M5	Director, Service Design
	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	Associate Product Manager
	Product Management	Upper Developing	P2.1	Associate Product Manager
	Product Management	Senior	P3	Product Manager
	Product Management	Upper Senior	P3.1	Product Manager
	Product Management	Pro	P4	Sr. Product Manager
	Product Management	Upper Pro	P4.1	Sr. Product Manager
	Product Management	Expert	P5	Expert Product Manager
	Product Management	Principal	P6	Principal Product Manager
	Product Management	Strategist	P7	Strategic Product Manager
	Product Management	Senior w/ People Mgt	M0	Product Manager
	Product Management	Team Captain	M1	Team Captain, Product Management
	Product Management	Team Lead	M2	Lead, Product Management
	Product Management	Manager	M3	Manager, Product Management
	Product Management	Sr. Manager/Head	M4	Sr. Manager/Head, Product Management
	Product Management	Director	M5	Director, Product Management
	Product Management	Sr. Director	M6	Sr. Director, Product Manager



PRODUCT

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



SERVICE
DESIGN

PRODUCT
MANAGEMENT

PRODUCT
MARKETING

PRODUCT
DESIGN

PRODUCT

	JOB FUNCTION	JOB LEVEL DESCRIPTOR	JOB LEVEL	JOB TITLE
PRODUCT DESIGN	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



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



CORPORATE

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



CORPORATE

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



DEFINED.AI	PRODUCTCORPORATETECHNOLOGYCUSTOMERSERVICES & OPERATIONS			
	ADMINISTRATIVEFACILITIESFINANCELEGALMARKETING & COMMUNICATIONSPeople			
	CORPORATE			
	JOB FUNCTION	JOB LEVEL DESCRIPTOR	JOB LEVEL	JOB TITLE
MARKETING & COMMUNICATIONS	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	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	
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	ADMINISTRATIVEFACILITIESFINANCELEGALMARKETING & COMMUNICATIONSPeople			

CORPORATE

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



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

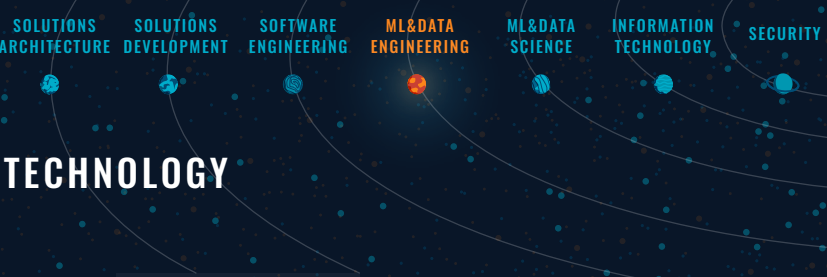


DEFINED.AI	<div><div>PRODUCTCORPORATE</div><div>TECHNOLOGYCUSTOMER</div><div>SERVICES & OPERATIONS</div></div>			
	<div><div>SOLUTIONS ARCHITECTURE</div><div>SOLUTIONS DEVELOPMENT</div><div>SOFTWARE ENGINEERING</div><div>ML&DATA ENGINEERING</div><div>ML&DATA SCIENCE</div><div>INFORMATION TECHNOLOGY</div><div>SECURITY</div></div>			
SOFTWARE ENGINEERING				
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	M6	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
	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
	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	Entry	M6	Sr. Director, Agile Coaching

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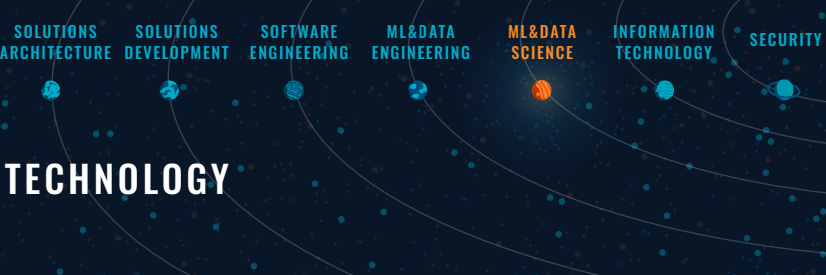
PRODUCT | CORPORATE | TECHNOLOGY | CUSTOMER | SERVICES & OPERATIONS





	JOB FUNCTION	JOB LEVEL DESCRIPTOR	JOB LEVEL	JOB TITLE
ML & DATA ENGINEERING	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 Mgtt	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	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
	Data Infrascture Engineering	Entry	P1	Associate Data Infrascture Engineer
	Data Infrascture Engineering	Developing	P2	Data Infrascture Engineer
	Data Infrascture Engineering	Upper Developing	P2.1	Data Infrascture Engineer
	Data Infrascture Engineering	Senior	P3	Sr. Data Infrascture Engineer
	Data Infrascture Engineering	Upper Senior	P3.1	Sr. Data Infrascture Engineer
	Data Infrascture Engineering	Pro	P4	Sr. Data Infrascture Engineer II
	Data Infrascture Engineering	Upper Pro	P4.1	Sr. Data Infrascture Engineer II
	Data Infrascture Engineering	Expert	P5	Expert Data Infrascture Engineer
	Data Infrascture Engineering	Principal	P6	Principal Data Infrascture Engineer
	Data Infrascture Engineering	Senior w/ People Mgt	M0	Sr. Data Infrascture Engineer
	Data Infrascture Engineering	Team Captain	M1	Team Captain, Data Infrascture Engineering
	Data Infrascture Engineering	Team Lead	M2	Lead, Data Infrascture Engineering
	Data Infrascture Engineering	Manager	M3	Manager, Data Infrascture Engineering
	Data Infrascture Engineering	Sr. Manager/Head	M4	Sr. Manager/Head, Data Infrascture Engineering
	Data Infrascture Engineering	Director	M5	Director, Data Infrascture Engineering
	Data Infrascture Engineering	Sr. Director	M6	Sr. Director, Data Infrascture 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
	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 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
ML & DATA SCIENCE	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



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
INFORMATION TECHNOLOGY	Systems Administration	Entry	P1	Associate Systems Administrator
	Systems Administration	Developing	P2	Systems Administrator
	Systems Administration	Upper Developing	P2.1	Systems Administrator
	Systems Administration	Senior	P3	Sr. Systems Administrator
	Systems Administration	Upper Senior	P3.1	Sr. Systems Administrator
	Systems Administration	Pro	P4	Sr. Systems Administrator II
	Systems Administration	Upper Pro	P4.1	Sr. Systems Administrator II
	IT	Entry	P1	IT Associate
	IT	Developing	P2	IT Specialist
	IT	Upper Developing	P2.1	IT Specialist
	IT	Senior	P3	Sr. IT Specialist
	IT	Upper Senior	P3.1	Sr. IT Specialist
	IT	Pro	P4	Sr. IT Specialist II
	IT	Upper Pro	P4.1	Sr. IT Specialist II
	IT	Senior w/ People Mgt	M0	Sr. IT Specialist
	IT	Team Captain	M1	Team Captain, IT
	IT	Team Lead	M2	Lead, IT
	IT	Manager	M3	Manager, IT
	IT	Sr. Manager/Head	M4	Sr. Manager/Head, IT
	IT	Director	M5	Director, IT
	IT	Sr. Director	M6	Sr. Director, IT



TECHNOLOGY

	JOB FUNCTION	JOB LEVEL DESCRIPTOR	JOB LEVEL	JOB TITLE
SECURITY	Information Security	Entry	P1	Information Security Associate
	Information Security	Developing	P2	Information Security Specialist
	Information Security	Upper Developing	P2.1	Information Security Specialist
	Information Security	Senior	P3	Sr. Information Security Specialist
	Information Security	Upper Senior	P3.1	Sr. Information Security Specialist
	Information Security	Pro	P4	Sr. Information Security Specialist II
	Information Security	Upper Pro	P4.1	Sr. Information Security Specialist II
	Information Security	Expert	P5	Expert Information Security Specialist
	Information Security	Principal	P6	Principal Information Security Specialist
	Information Security	Strategist	P7	Distinguished Information Security Specialist
	Information Security	Senior w/ People Mgt	M0	Sr. Information Security Specialist
	Information Security	Team Captain	M1	Team Captain, Information Security
	Information Security	Team Lead	M2	Lead, Information Security
	Information Security	Manager	M3	Manager, Information Security
	Information Security	Sr. Manager/Head	M4	Sr. Manager/Head, Information Security
	Information Security	Director	M5	Director, Information Security
	Information Security	Sr. Director	M6	Sr. Director, Information Security
	Security Architecture	Pro	P4	Security Architect
	Security Architecture	Upper Pro	P4.1	Security Architect
	Security Architecture	Expert	P5	Sr. Security Architect
	Security Architecture	Principal	P6	Principal Security Architect
	Security Architecture	Strategist	P7	Distinguished Security Architect
	Security Architecture	Team Captain	M1	Team Captain, Security Architecture
	Security Architecture	Team Lead	M2	Lead, Security Architecture
	Security Architecture	Manager	M3	Manager, Security Architecture
	Security Architecture	Sr. Manager/Head	M4	Sr. Manager/Head, Security Architecture
	Security Architecture	Director	M5	Director, Security Architecture
	Security Architecture	Sr. Director	M6	Sr. Director, Security Architecture
	Pentesting	Senior	P3	Pentester
	Pentesting	Upper Senior	P3.1	Pentester
	Pentesting	Pro	P4	Sr. Pentester
	Pentesting	Upper Pro	P4.1	Sr. Pentester
	Pentesting	Expert	P5	Expert Pentester
	Pentesting	Principal	P6	Principal Pentester
	Pentesting	Strategist	P7	Distinguished Pentester
	Pentesting	Team Captain	M1	Team Captain, Pentesting
	Pentesting	Team Lead	M2	Lead, Pentesting
	Pentesting	Manager	M3	Manager, Pentesting
	Pentesting	Sr. Manager/Head	M4	Sr. Manager/Head, Pentesting
	Pentesting	Director	M5	Director, Pentesting
	Pentesting	Sr. Director	M6	Sr. Director, Pentesting
	Application Security Engineering	Entry	P1	Associate Application Security Engineer
	Application Security Engineering	Developing	P2	Application Security Engineer
	Application Security Engineering	Upper Developing	P2.1	Application Security Engineer
	Application Security Engineering	Senior	P3	Sr. Application Security Engineer
	Application Security Engineering	Upper Senior	P3.1	Sr. Application Security Engineer
	Application Security Engineering	Pro	P4	Sr. Application Security Engineer II
	Application Security Engineering	Upper Pro	P4.1	Sr. Application Security Engineer II
	Application Security Engineering	Expert	P5	Expert Application Security Engineer
	Application Security Engineering	Principal	P6	Principal Application Security Engineer
	Application Security Engineering	Senior w/ People Mgt	M0	Sr. Application Security Engineer
	Application Security Engineering	Team Captain	M1	Team Captain, Application Security Engineering
	Application Security Engineering	Team Lead	M2	Lead, Application Security Engineering
	Application Security Engineering	Manager	M3	Manager, Application Security Engineering
	Application Security Engineering	Sr. Manager/Head	M4	Sr. Manager/Head, Application Security Engineering
	Application Security Engineering	Director	M5	Director, Application Security Engineering
	Application Security Engineering	Sr. Director	M6	Sr. Director, Application Security Engineering
	DevSecOps Engineering	Entry	P1	Associate DevSecOps Engineer
	DevSecOps Engineering	Developing	P2	DevSecOps Engineer
	DevSecOps Engineering	Upper Developing	P2.1	DevSecOps Engineer
	DevSecOps Engineering	Senior	P3	Sr. DevSecOps Engineer
	DevSecOps Engineering	Upper Senior	P3.1	Sr. DevSecOps Engineer
	DevSecOps Engineering	Pro	P4	Sr. DevSecOps Engineer II
	DevSecOps Engineering	Upper Pro	P4.1	Sr. DevSecOps Engineer II
	DevSecOps Engineering	Expert	P5	Sr. DevSecOps Engineer II
	DevSecOps Engineering	Principal	P6	Expert DevSecOps Engineer
	DevSecOps Engineering	Senior w/ People Mgt	M0	Principal DevSecOps Engineer
	DevSecOps Engineering	Team Captain	M1	Team Captain, DevSecOps Engineering
	DevSecOps Engineering	Team Lead	M2	Lead, DevSecOps Engineering
	DevSecOps Engineering	Manager	M3	Manager, DevSecOps Engineering
	DevSecOps Engineering	Sr. Manager/Head	M4	Sr. Manager/Head, DevSecOps Engineering
	DevSecOps Engineering	Director	M5	Director, DevSecOps Engineering
	DevSecOps Engineering	Sr. Director	M6	Sr. Director, DevSecOps Engineering



CUSTOMER

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





CUSTOMER

	JOB FUNCTION	JOB LEVEL DESCRIPTOR	JOB LEVEL	JOB TITLE
SALES	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
CONTENT	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	P 6	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



SERVICES & OPERATIONS

	Job Function	Job Level Descriptor	Job Level	Job Title
FINANCE	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	P 6	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
OPERATIONS AND PROJECT MANAGEMENT	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

