Competencies	Data Scientist I (1 — 1.5 years)	Data Scientist II (1.5 — 2.5 years)	Senior Data Scientist (2 — 3 years)	Principal Data Scientist (2 — 3 years)	Senior Principal Data Scientist	Data Science Manager (2 — 3 years)	Senior Data Science Manager
Technical Skills • Coding • Modeling • Business	Knows the basics of Python programming, Pandas, Sklearn. Understands the theory of important models, loss functions, bias/variance, etc. Practical experience with a few modeling techniques. Limited business knowledge, but eager to learn. Needs help translating problems into models.	Fully familiarized with our platform. Writes clean, organized, easy to read code. Participates in technical discussions. Solid understanding of ML theory, has experience working on a handful of problems/modeling techniques. Basic understanding of how our business works. Translates problems into solutions with sporadic help.	Experienced with our platform; actively contributes to our codebase. Tutors more junior members on how to write code. Active contributor to technical discussions. Strong understanding of ML; experience with several models, problems, techniques. Knows how several areas of the business work. Finds the right modeling approach; solves the right problem.	Writes code at the level of a software engineer; actively develops our platform. Leads small technical projects. Highly experienced in advanced ML techniques and tricks. Works on the projects that have impact; able to achieve maximum results with minimum effort. Knows how to navigate the organization effectively.	Outstanding coding skills. Leads large technical projects. Deep theoretical knowledge; experienced in almost all areas and relevant modeling techniques. Understands the intricate nuances of our business, including politics.	Same as Senior Data Scientist	Same as Senior Data Scientist
Soft skills • Communication • Maturity • Speed wins	Eager to learn. Looks for opportunities to present work and discuss ideas. Proactively meets with people to get information and move forward.	Takes every opportunity available to present their work. Eager to learn and improve. Goes after the right people to get things done and move fast.	Clearly and concisely communicates ideas and gives presentations. Knows when to listen and when to speak. Good relationship with team members and stakeholders. Proactive attitude; moves fast and is able to adapt to changes. Always working on improving oneself.	Strong communicator. Has developed strong relationships with key people in the organization. Knows when to listen and when to speak. Positive, approachable attitude. Highly proactive; moves fast; iterates quickly.	Strong communicator. Has developed strong relationships with senior leaders. Knows when to listen and when to speak. Positive, approachable attitude. Highly proactive; moves fast; iterates quickly.	Same as Principal Data Scientist	Same as Senior Principal Data Scientist
Project Management • Organization • Approach • Ownership	Holds back on the desire to build complex, fancy models. Understands that an accurate model that doesn't work in the real world is useless. Knows how to operate tickets in Jira.	Starts out with smaller datasets. Thinks of the simplest solution to solve a problem. Plans projects and establishes roadmaps. Follows the Jira PM processes.	Starts small and simple; breaks things into smaller tasks. Plans projects and establishes roadmaps. Follows the Jira PM processes. Keeps stakeholders up to date. Delivers projects on time. Shows commitment and ownership. Coordinates efforts with all involved parties. Makes sure that projects move fast.	Skillfully coordinates small projects involving multiple parties. Has processes in place for tracking and reporting project status. Anticipates and removes roadblocks ahead of time. Takes ownership and moves fast. Delivers on time.	Skillfully coordinates large projects. Has processes in place for tracking and reporting project status. Anticipates and removes roadblocks ahead of time. Takes ownership and moves fast. Delivers on time.	Same as Principal Data Scientist	Same as Senior Principal Data Scientist.
People Management • Operations • Leadership • Team performance	Not applicable.	Not applicable.	Prioritizes the most valuable tasks. Effective stakeholder management (good relationship, clear boundaries). Acts as a role model. Sets high quality and technical standards.	Understands the big picture, has strategic thinking, vision Takes initiative: sets directions and goals, leads the way Has influential role in the organization. Acts as a role model. Sets high quality and technical standards.	Understands the big picture. Delegates tasks when appropriate. Implements processes to increase efficiency. Takes initiative: sets directions and goals, leads the way. Acts as a role model.	Understands the big picture. Prioritizes the most valuable tasks. Effective stakeholder relationship. Delegates tasks when appropriate. Takes initiative and leads the way. Acts as a role model. Addresses team issues.	Understands the big picture. Excellent prioritization skills. Keeps to themselves only the tasks that can't be delegated. Keen on creating processes that optimize workflow. Takes initiative and leads the way. Addresses team issues. Provides team mentoring, training, and development