AI Engineer Evaluation Rubric

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How to Use This Rubric

1. Evaluate each competency area independently
2. Score each criterion on a scale of 1-5
3. Use specific examples to support ratings
4. Consider performance over the last 6-12 months
5. Focus on consistent behaviours rather than one-time achievements

Scoring Scale

1. **Developing (1):** Below expected level
2. **Approaching (2):** Meeting some expectations
3. **Meeting (3):** Consistently meeting expectations
4. **Exceeding (4):** Frequently exceeding expectations
5. **Exceptional (5):** Consistently exceptional performance

Technical Excellence

Machine Learning Expertise

Criterion	L1 (Graduate)	L2 (Mid)	L3 (Senior)	L4 (Principal)	L5 (Distinguished)
Model Development	Implements basic models following templates	Develops custom models independently	Architects' complex ML systems	Defines ML architecture strategies	Shapes industry ML standards
Feature Engineering	Applies basic feature engineering techniques	Creates effective feature sets	Designs complex feature systems	Establishes feature engineering frameworks	Innovates new approaches
Model Optimization	Performs basic hyperparameter tuning	Implements advanced optimization techniques	Designs optimization strategies	Creates optimization frameworks	Develops novel optimization methods
MLOps	Uses existing pipelines	Builds and maintains pipelines	Designs MLOps systems	Architects' enterprise MLOps	Defines industry MLOps standards

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Software Engineering

Criterion	L1 (Graduate)	L2 (Mid)	L3 (Senior)	L4 (Principal)	L5 (Distinguished)
Code Quality	Writes clean, documented code	Implements design patterns effectively	Establishes coding standards	Defines architectural patterns	Sets industry standards
System Design	Follows existing patterns	Designs component-level solutions	Architects' system-level solutions	Creates enterprise architectures	Innovates architectural approaches
Testing	Implements unit tests	Develops comprehensive test suites	Designs testing strategies	Establishes quality frameworks	Defines industry testing standards
Performance	Optimizes code segments	Improves system performance	Architects for scale	Defines performance strategies	Creates performance frameworks

Leadership Impact

Team Leadership

Criterion	L1 (Graduate)	L2 (Mid)	L3 (Senior)	L4 (Principal)	L5 (Distinguished)
Mentorship	Seeks mentorship	Mentors' junior engineers	Develops team capabilities	Builds leadership pipeline	Creates mentorship programs
Decision Making	Makes task-level decisions	Owns feature decisions	Drives project decisions	Shapes organisational strategy	Influences industry direction
Team Building	Participates in team activities	Contributes to team culture	Builds effective teams	Creates multiple high-performing teams	Shapes organizational culture
Process Improvement	Follows processes	Suggests improvements	Implements new processes	Transforms organisational processes	Defines industry best practices

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Technical Vision

Criterion	L1 (Graduate)	L2 (Mid)	L3 (Senior)	L4 (Principal)	L5 (Distinguished)
Innovation	Learns new technologies	Implements innovative solutions	Drives technical innovation	Shapes innovation strategy	Defines industry direction
Strategy	Understands team strategy	Contributes to team strategy	Develops project strategy	Creates technical strategy	Shapes industry strategy
Research	Follows research developments	Applies research findings	Conducts applied research	Leads research initiatives	Directs industry research
Standards	Follows standards	Implements standards	Develops team standards	Creates organisational standards	Defines industry standards

Business Impact

Project Delivery

Criterion	L1 (Graduate)	L2 (Mid)	L3 (Senior)	L4 (Principal)	L5 (Distinguished)
Scope	Individual tasks	Features	Projects	Programs	Organizational initiatives
Planning	Estimates tasks	Plans features	Manages project timelines	Develops program strategies	Creates strategic roadmaps
Execution	Completes assigned tasks	Delivers features	Delivers projects	Manages multiple programs	Drives organizational success
Quality	Meets quality standards	Ensures feature quality	Maintains project quality	Establishes quality frameworks	Defines quality standards

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Value Creation

Criterion	L1 (Graduate)	L2 (Mid)	L3 (Senior)	L4 (Principal)	L5 (Distinguished)
Business Impact	Understands team goals	Contributes to team success	Drives project value	Creates organisational value	Influences industry value
Innovation Impact	Implements solutions	Creates innovative features	Drives project innovation	Shapes innovation strategy	Defines industry innovation
Stakeholder Management	Reports to manager	Manages team stakeholders	Manages project stakeholders	Influences organizational stakeholders	Manages industry relationships
Resource Optimization	Uses resources effectively	Optimizes feature resources	Manages project resources	Optimises organizational resources	Influences industry resources

Professional Skills

Communication

Criterion	L1 (Graduate)	L2 (Mid)	L3 (Senior)	L4 (Principal)	L5 (Distinguished)
Technical Writing	Writes clear documentation	Creates comprehensive docs	Develops technical specs	Creates architectural docs	Authors industry publications
Presentation	Presents to team	Presents to department	Presents to organization	Presents to executives	Presents at industry level
Collaboration	Works with team	Coordinates across teams	Leads team collaboration	Drives organizational collaboration	Influences industry collaboration
Influence	Influences peers	Influences team	Influences department	Influences organisation	Influences industry

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Problem Solving

Criterion	L1 (Graduate)	L2 (Mid)	L3 (Senior)	L4 (Principal)	L5 (Distinguished)
Analysis	Analyses task problems	Solves feature problems	Resolves project issues	Addresses organizational challenges	Solves industry problems
Innovation	Implements solutions	Creates novel solutions	Innovates at project level	Drives organizational innovation	Creates industry innovations
Risk Management	Identifies task risks	Manages feature risks	Manages project risks	Manages organisational risks	Addresses industry risks
Decision Making	Makes task decisions	Makes feature decisions	Makes project decisions	Makes strategic decisions	Influences industry decisions

Scoring Guide

Overall Level Determination

- Calculate average scores for each major category
- Weight categories based on level expectations:
  - L1: Technical (50%), Leadership (10%), Business (20%), Professional (20%)
  - L2: Technical (40%), Leadership (20%), Business (20%), Professional (20%)
  - L3: Technical (30%), Leadership (30%), Business (20%), Professional (20%)
  - L4: Technical (25%), Leadership (35%), Business (25%), Professional (15%)
  - L5: Technical (20%), Leadership (40%), Business (25%), Professional (15%)

Level Thresholds

- Level 1: 2.5-3.0
- Level 2: 3.0-3.5
- Level 3: 3.5-4.0
- Level 4: 4.0-4.5
- Level 5: 4.5+

Usage Notes

Evaluation Process

1. Gather evidence for each criterion
2. Score individual criteria
3. Calculate category averages
4. Apply level weightings
5. Determine overall level
6. Provide specific feedback
7. Create development plan

Advancement Criteria

- Must meet or exceed level thresholds in weighted score
- No major category below previous level threshold
- Consistent demonstration of higher-level behaviours
- Minimum time in current level requirements met
- Required certifications/education completed

Best Practices

- Use specific examples
- Consider consistent performance
- Get multiple perspectives
- Focus on behaviours and impact
- Document evidence
- Provide actionable feedback
- Create clear development plans

Review Frequency

- Formal reviews: Semi-annually
- Infor mal check-ins: Quarterly
- Career development: Ongoing
- Level advancement review: As needed
- Calibration sessions: Quarterly