Too Junior Too Senior

Software engineering levels need some work.

They are getting a sort of standardization. Something like:

This engineer is a junior. They will require an investment. (Will they be worth is? Can we afford the slowdown?)

This engineer is senior. They operate independently. Newer levels are starting to saturate. Staff operate cross teams and principals operate cross department.

Compensation is objectively tied to your "level" as a software engineer. Authority is implied by it. The industry doesn't have a standard what these levels mean.

These levels are tools used in interview panels. As far as vague statements that I can use to deny candidates, they're right up there with "culture fit."

The tech industry is disingenuous to be so reliant and stringent about hiring requirements without having education and training figured out. Learning happens on the job or on your own time. Boot camps and Universities still are the main ways to being a software engineer. In my case, having a CS and maths degree helped me learn to learn but they did not prepare me for the industry. I didn't even know what SQL when I got my first job out of college.

There seems to be a band. Too junior and someone is too risky. It's hard to get a foot in the door. Too senior and they are pushed into management or leadership or you just tap out on your career.

The pessimistic side of me wants to focus on the gatekeeping and the community and people it keeps down. There are conversations to be had about this. My role in those is to listen. But I don't want to just sit still and wait for those conversations.

I would like to contribute. And theres an opportunity here. Group those who can code with those who want to learn with those who want code.