

Backend Developer Roadmap – from Medior to Senior

skills:

region Phase 1: Medior

Medior:

dev:

- 3 years of development experience
- Good understanding of OOP
- Eager to learn new coding standards and principles

tech-radar:

- At least one 'level 5' skill in each quadrant at Adopt level

cicd: [GitHub Actions]

cloud: Basic cloud knowledge

softskills: [Collaboration, Solution-oriented mindset]

contribution_to_HybrIT:

- Organizing internal events for colleagues
- Guiding and helping less experienced colleagues to grow

certifications: [PSM I, Azure204]

region Phase 2: Experienced Medior

Experience_Medior:

dev:

- 5 years of development experience
- Good understanding of the design patterns
- Awareness of the OWASP top 10

tech-radar:

- At least a 'level 3' on each skill in each quadrant at Adopt level

- At least one 'level 4' skill at Trial level

cicd: [GitLab, Azure DevOps, K8s]

cloud: Azure

softskills: [Ownership, Decisiveness]

contribution_to_HybrIT:

- HybrIT Ambassador – representing the team internally and externally to clients

certifications: [OCP, CKAD]

region Phase 3: Senior

Senior:

dev:

- 7 years of development experience
- Uses cleanCode and TDD principles to write high quality code
- Always finding ways to improve, and always raises the bar

tech-radar:

- At least a 'level 4' on each skill in each quadrant at Trial level

- Skills in the DevOps or Frontend tech-radar

cicd: [GitLab, Azure DevOps, K8s]

cloud: [Azure, AWS, GC]

softskills: [Helicopter view, Architectural thinking]

contribution_to_HybrIT:

- Identify opportunities proactively and take action

certifications: specialisation in an area of your own choosing
(ex. databases, security or devops)

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# region Phase 4: Senior +
Experienced_Senior:
  dev:
    - 7+ years of development experience
    - Writes high quality, high performing code, matching the
highest standards in the industry
    - A true Jedi Master in his profession
  tech-radar:
    - At least a 'level 4' on each skill in each quadrant at Trial
and Hold level
    - Level 4 skills in the DevOps and Frontend tech-radar
  cicd: [ GitLab, Azure DevOps, K8s ]
  cloud: [ Azure, AWS, GC ]
  softskills: [ Strategic thinking, Influencing ]
  contribution_to_HybrIT:
    - Lead development initiatives
    - Be at the forefront of knowledge and actively share it
internally and externally
  certifications: second specialisation in an area of your own
choosing
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