

Software engineering

Illustrative levelled roles in a role family

Employers are best placed to design & name jobs/roles, provide career pathways, create job descriptions. SFIA provides a framework to help you do this.

SFIA Level 1 Follow	SFIA Level 2 Assist	SFIA Level 3 Apply	SFIA Level 4 Enable	SFIA Level 5 Ensure, advise	SFIA Level 6 Initiate, influence	SFIA Level 7 Set strategy, inspire, mobilise
Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work.	Provides assistance to others, works under routine supervision, and uses their discretion to address routine problems.	Performs varied tasks, sometimes complex and non-routine, using standard methods and procedures. Works under general direction, exercises discretion, and manages own work within deadlines.	Performs diverse complex activities, provides oversight and guidance to others, operates autonomously under general direction, and contributes expertise to deliver team objectives.	Accountable for achieving workgroup objectives and managing work from analysis to execution and evaluation. Provides authoritative guidance in their field and works under broad direction.	Has significant organisational influence, makes high-level decisions, shapes policies, demonstrates leadership, fosters organisational collaboration, and accepts accountability in key areas.	Operates at the highest organisational Level, determines overall organisational vision and strategy, and assumes accountability for overall success.

Software engineer role family	Software engineer SFIA Level 1	Software engineer SFIA Level 2	Software engineer SFIA Level 3	Software engineer SFIA Level 4	Software engineer SFIA Level 5	Software engineer SFIA Level 6	Software engineer SFIA Level 7
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<p>Example job titles</p> <p>Software engineer, Junior Software engineer, Lead Software engineer, Principal Software engineer</p>	not applicable	At this level, Software Engineers assist with the development and maintenance of software applications. They write, debug and test code under regular supervision, addressing routine problems, and actively participating in learning opportunities to understand the complexities of software engineering practices.	At this level, Software Engineers independently handle a broad range of development tasks, including coding, refactoring, testing, and debugging of applications. They employ standard development methodologies and tools, exercise sound judgment within defined practices and procedures, and effectively manage their time to meet project deliverables and deadlines.	At this level, Software Engineers play a pivotal role in leading development efforts, driving the technical direction of projects, and enabling team members to achieve project milestones. They work with substantial autonomy, leveraging their deep technical expertise to mentor junior engineers, and collaborate across teams to deliver robust software solutions	At this level, Software Engineers act as senior technical leaders, taking responsibility for the successful execution of complex software development. They ensure the adherence to technical standards, provide authoritative advice on advanced development methodologies, and manage the integration of technological innovations to enhance product performance and reliability	At this level, Software Engineers have a strategic impact on the organization's technology landscape. They initiate and lead major technical projects, influence policy and strategic decisions, advocate for best practices in software development, and play a crucial role in shaping the future direction of the organization's technology initiatives.	not applicable
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SFIA Skill Name		Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
Programming/software development	PROG		2	3	4	5	6	
Software design	SWDN		2	3	4	5	6	
Testing	TEST	1	2	3	4	5	6	
Systems and software life cycle engineering	SLEN				4	5	6	7
Requirements definition and management	REQM		2	3	4	5	6	