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Content Marketer I	Content Marketer II	Content Marketer III	Senior Content Marketer	Head of Strategy, Content Marketing	Director of Strategy, Content Marketer	IC
		Content Marketing Manager	Senior Content Marketing Manager	Head of Content Marketing	Director of Content Marketing	People Management
Growth Associate I	Growth Associate II	Strategist, Growth	Senior Strategist, Growth	Head of Strategy, Growth	Director of Strategy, Growth	IC
		Growth Manager	Senior Growth Manager	Head of Growth	Director of Growth	People Management
Operations Associate I	Operations Associate II	Strategist, Operations	Senior Strategist, Operations	Head of Strategy, Operations	Director of Strategy, Operations	IC
		Operations Manager	Senior Operations Manager	Head of Operations	Director of Operations	People Management
Data Analyst I	Data Analyst II	Strategist, Data Analysis	Senior Strategist, Data Analysis	Head of Strategy, Data Analysis	Director of Strategy, Data Analysis	IC
		Data Analysis Manager	Senior Data Analysis Manager	Head of Data Analysis	Director of Data Analysis	People Management
HR Advisor I	HR Advisor II	HR Advisor III	Senior HR Advisor	Lead HR Advisor	Principal HR Advisor	IC
		HR Advice Manager	Senior HR Advice Manager	Head of HR Advice	Director of HR Advice	People Management
Customer Success Associate I	Customer Success Associate II	Strategist, Customer Success	Senior Strategist, Customer Success	Head of Strategy, Customer Success	Director of Strategy, Customer Success	IC
		Customer Success Manager	Senior Customer Success Manager	Head of Customer Success	Director of Customer Success	People Management



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Customer Operations Associate I	Customer Operations Associate II	Strategist, Customer Operations	Senior Strategist, Customer Operations	Head of Strategy, Customer Operations	Director of Strategy, Customer Operations	IC
		Customer Operations Manager	Senior Customer Operations Manager	Head of Customer Operations	Director of Customer Operations	People Management

Designer I	Designer II	Designer III	Senior Designer	Lead Designer	Principal Designer	IC
		Design Manager	Senior Design Manager	Head of Design	Director of Design	People Management

Software Developer I	Software Developer II	Software Developer III	Senior Software Developer	Lead Software Developer	Principal Software Developer	IC
		Engineering Manager	Senior Engineering Manager	Head of Engineering	Director of Engineering	People Management

Product Manager I	Product Manager II	Product Manager III	Senior Product Manager	Head of Strategy, Product Management	Director of Strategy, Product Management	IC
				Head of Product	Director of Product	People Management

N.B. for Product Managers - there is only one pathway up until level 5 and 6 as the skill-set required straddles both IC and People Management tracks for the majority of someone's progression

Product Designer I	Product Designer II	Product Designer III	Senior Product Designer	Lead Product Designer	Principal Product Designer	IC
		Product Design Manager	Senior Product Design Manager	Head of Product Design	Director of Product Design	People Management

Business Development Associate I	Business Development Associate II	Strategist, Business Development	Senior Strategist, Business Development	Head of Strategy, Business Development	Director of Strategy, Business Development	IC
		Business Development Manager	Senior Business Development Manager	Head of Business Development	Director of Business Development	People Management