

Data Career Progression Matrix

Understanding how to grow in the data space can feel confusing. Progression is rarely just about learning new programming languages or technical tools. As you move from entry level to senior and leadership roles, your focus shifts from executing tasks to solving business problems, guiding systems, and supporting people. This matrix outlines the technical skills, communication habits, and core expectations for each career stage to help you plan your next step.

Entry Level	Mid-Level	Senior Level	Architect / Management
Attributes & Focus • Executes specific tasks with direct guidance. Focuses on learning tools, writing clean code, and understanding company data formats. • Asks clarifying questions, communicates task progress, and learns business terms. Role Examples • Analyst: Builds basic dashboards and updates existing SQL queries. • Analytics Eng: Maintains dbt models and fixes minor schema errors. • Data Eng: Monitors pipeline runs and updates basic cloud functions. • Data Scientist: Runs basic statistical tests and cleans raw datasets.	Attributes & Focus • Owns end-to-end tasks independently. Solves clear business problems, troubleshoots pipeline bugs, and spots technical improvements. • Partners with stakeholders, translates requests into technical tasks, and presents findings clearly. Role Examples • Analyst: Explores data to answer open-ended business questions. • Analytics Eng: Designs new data models and enforces data quality tests. • Data Eng: Builds automated pipelines and fixes root-cause errors. • Data Scientist: Builds and deploys machine learning models to production.	Attributes & Focus • Drives strategy and system reliability. Reduces technical debt, designs long-term architecture, and connects team work to company goals. • Handles difficult stakeholder conversations, leads team retros, and mentors junior engineers. Role Examples • Analyst: Defines core metrics and advises business executives. • Analytics Eng: Sets team dbt standards and optimizes warehouse costs. • Data Eng: Architectures enterprise pipelines and data storage. • Data Scientist: Shapes product strategy using advanced predictive models.	Architect • Focuses on enterprise system design, tool evaluation, and high-level data strategy. Ensures all infrastructure scales safely across the whole company. • Translates complex technical tradeoffs to executives, guides cross-team technical alignment, and sets engineering standards across departments. Manager • Maintains high-level technical oversight, reviews technical roadmaps, and unblocks technical team hurdles. • Handles hiring, performance reviews, career coaching, and resource allocation while managing team capacity and culture.

Career Coaching & Advisory Services

Advancing from task execution to high-level strategy takes more than writing code. We partner with data and technology professionals to help you navigate review cycles, expand your influence, and reach Senior, Staff, or Leadership tiers.

Core Career Focus Areas

- **Promotion & Comp Strategy:** Track, quantify, and position your technical achievements to build an undeniable promotion case.
- **Executive Alignment:** Translate architectural trade-offs, data quality, and tech debt into metrics executives value.
- **IC vs. Management Track:** Decide whether to scale as a Staff/Principal Individual Contributor or step into team leadership.
- **Strategic Visibility:** Build an authentic professional network across private industry communities without awkward pitches.

Targeted Programs & Audits

- **The 60-Minute Career Audit:** A focused diagnostic session to evaluate your current level, pinpoint progression bottlenecks, and leave with a clear 90-day roadmap.
- **Technical Leadership Audit:** A dedicated 60-minute diagnostic session evaluating delegation, stakeholder strategy, and team operations.
- **1-on-1 Career Mentorship:** Structured, ongoing advisory for professionals navigating performance cycles, high-stakes reviews, and team transitions.

Ready to Plan Your Next Move?

Let us discuss where your career sits today and map out your next steps.

- **Discovery Call:** [Schedule a Free 15-Minute Intro Call](#)
- **Coaching Services:** [Explore Full Coaching Programs](#)
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