Level	Title	Concept
1	Junior (Associate?)	Discover the job (retraining or just graduated) Focus on Delivery, personal Organization & communication with the delivery team
2	Intermediate	Autonomous on Delivery and organization, communicate to small multidisciplinary teams & discover the Discovery
3 IC	Senior	Teach the delivery & organization, master the Discovery, communicate to the company. Can handle big projects & products involving many teams. Start working on product strategy
4 IC	Expert	Teach all the aspect of the Product Manager craft. Is associated to the definition of the strategy on a full domain.
3 Manager	Lead	Learn how to manage and the key actions (O3, delegation, feedback, semi-annual interviews) Communicate product decisions to large audience. Master the discovery & delivery.
4 Manager	Head Of	Manage a team of product managers & leaders. Define the vision for a whole domain accordingly with the VP. Take product decisions (prioritization & strategic decisions) for the domain.
5 Manager	Director	Manage a team of head of. Take product decisions for several domains. In charge of the definition of the vision & strategy for the domain.
What about sub		
.1	You master 50% of th skills of the level	
.2	You master 75% of the skills of the level	
.3	you master 99% of the skills of the level	