



BOHIOSYSTEM

• PROFILES AND DISCIPLINES • BOHIOSYSTEM

Profiles and Disciplines

Catalog of available technical profiles, with their experience level, responsibilities, and when each one fits.

DOCUMENT

BS-SVC-13B

VERSION

1.0

DATE

August 1, 2026

PREPARED BY

BohioSystem

BohioSystem

bohiosystem.dev • Confidential

WHAT PROFILES WE COVER

Job titles mean different things at every company. This document defines what we expect from each level so the conversation stays concrete.

Level classification isn't based on years worked, but on autonomy: how much support the person needs and what scope they can decide on their own.

4

SENIORITY LEVELS

14

DISCIPLINES

Autonomy

LEVEL CRITERION

Evaluated

BEFORE BEING
PRESENTED

01

The four levels

LEVEL	AUTONOMY	DECISION SCOPE
Junior	Executes defined tasks with frequent review of their work.	Decides how to implement within an already-designed solution.
Mid-level	Works autonomously on complete features.	Decides the design of a feature within a given architecture.
Senior	Designs solutions, anticipates risks, and reviews others' work.	Decides a module's architecture and sets technical direction.
Reference	Sets technical direction and resolves what no one else can.	Decides cross-cutting architecture and standards for multiple teams.

ON ALWAYS ASKING FOR SENIORS

A team made up entirely of senior profiles tends to be inefficient and expensive: some work doesn't require that level, and people leave out of boredom. The composition that works best combines a senior who sets direction with mid-level profiles who execute autonomously.

02

Development disciplines

PROFILE	WHAT THEY OWN	WHEN YOU NEED IT
Backend	Business logic, APIs, databases, performance, and integrations.	Almost always. It is the core of any business system.

PROFILE	WHAT THEY OWN	WHEN YOU NEED IT
Frontend	Interface, user experience, accessibility, and in-browser performance.	User-facing product or a heavily used internal interface.
Full-stack	Both ends, with medium depth in each.	Small teams or early-stage products.
Mobile	Native or cross-platform applications and their publication to app stores.	When mobile is the primary channel, not an add-on.
QA	Test strategy, automation, and acceptance criteria.	Systems with a high cost of failure or frequent releases.

03

Platform disciplines

PROFILE	WHAT THEY OWN	WHEN YOU NEED IT
DevOps	Delivery automation, environments, and deployment.	When deploying is manual, slow, or risky.
SRE	Reliability, observability, service-level objectives, and incident response.	Production platforms with an availability commitment.
Cloud	Architecture, migration, governance, and cost in the cloud.	Migration, accelerated growth, or a bill that's out of control.
Infrastructure	Servers, networks, virtualization, backup, and continuity.	On-premises operations or a hybrid setup.
Cybersecurity	Assessment, hardening, monitoring, and response.	Regulatory exposure, sensitive data, or a recent incident.

04

Data and product disciplines

PROFILE	WHAT THEY OWN	WHEN YOU NEED IT
Data engineering	Source integration, analytical modeling, and load processes.	Scattered data and reports built by hand.
Analytics / BI	Metrics, dashboards, and data exploitation for decision-making.	The data exists but doesn't reach the decision-maker.
AI / ML	Models, assistants, quality evaluation, and deployment.	Use cases with volume and a bounded tolerance for error.
Architecture	Structural decisions and cross-cutting technical coherence.	Multiple teams on the same platform, or a major redesign.
UX / UI	Research, flows, interface, and design system.	A product with low adoption or an inconsistent interface.
Technical management	Coordination, planning, and communication between business and team.	Projects with multiple fronts or complex stakeholder communication.

05

How we evaluate before presenting

No profile reaches the client without going through these four stages.

— 1 · Track record verification

Review of real experience and contact with professional references. We don't take a résumé's word for it.

— 3 · Judgment interview

A conversation about past technical decisions: what they chose, what they ruled out, and what they would do differently. This is where experience is distinguished from tenure.

— 2 · Technical evaluation

A practical exercise related to the work they will do, evaluated by a senior person in the discipline. Not questions from memory.

— 4 · Client fit

Final interview with your team. You approve. If it doesn't fit, we present another profile at no cost and without argument.

OUR APPROACH

We would rather take one more week to present someone who fits than fill the position quickly and have the client discover the problem two months in, once it has already dragged the project down.

Let's talk

NEXT STEP

Write to us and we'll schedule a working session at no cost to review your specific case.

CONTACT

contacto@bohiosystem.dev

WEB

bohiosystem.dev

DOCUMENT

BS-SVC-13B · v1.0