



Job

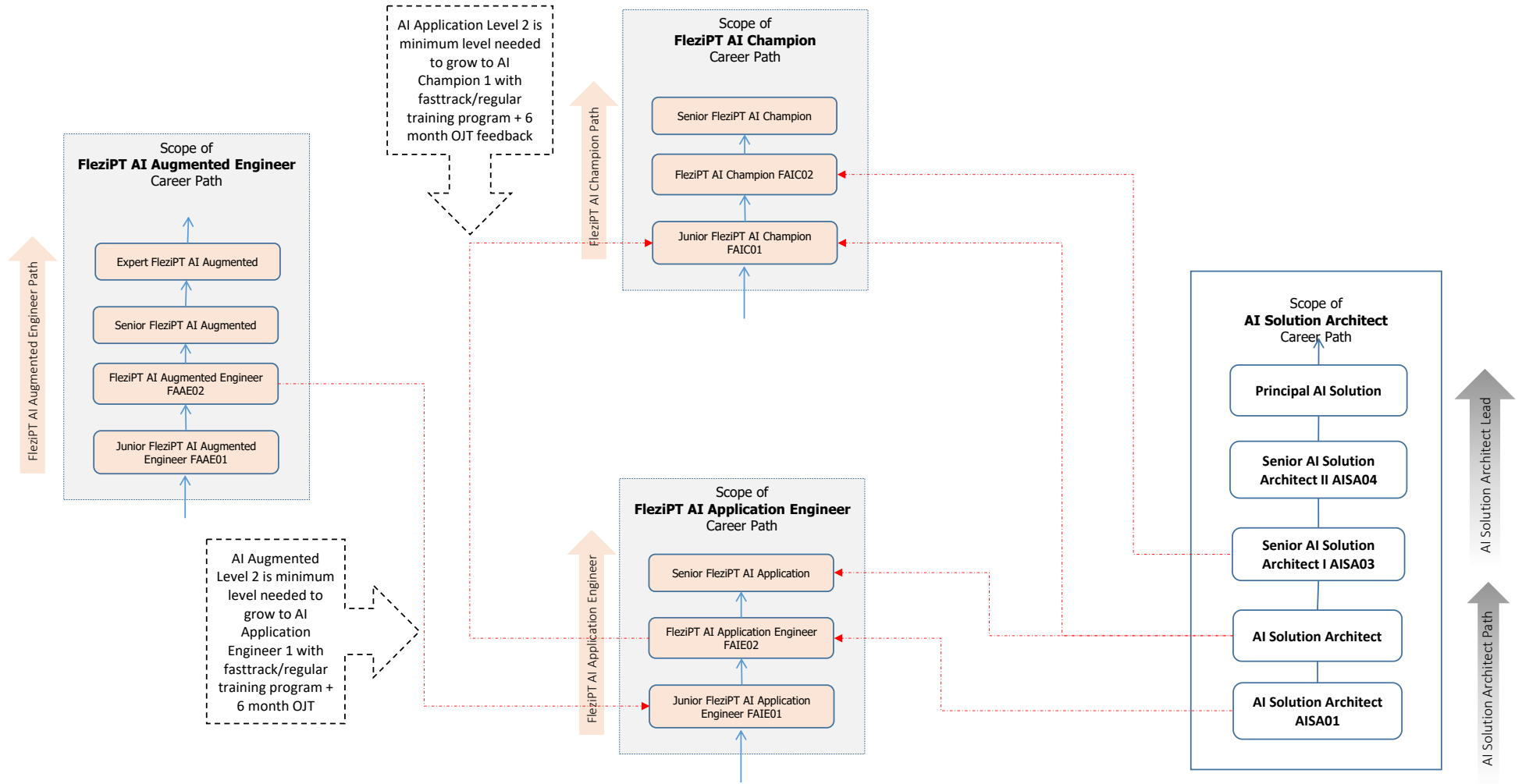
FleziPT AI Application Engineer FAIE

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[Models](#)

FleziPT AI Application Engineer Role			Competency Model
The Competency-Based JD Components and Weight			
Responsibilities and Professional Skills	Code	#	100%
AI Application Design & Development	AIAE01	1	15%
Model Integration & Inference Engineering	AIAE02	2	10%
Data Engineering & Management	AIAE03	3	10%
MLOps & Deployment	AIAE04	4	10%
Cloud & Deployment Platforms	AIAE05	5	5%
Domain-Specific AI Applications	AIAE06	6	10%
Functional & Non-Functional Coding	AIAE07	7	10%
Security, Compliance & Responsible AI	AIAE08	8	5%
Delivery Outcomes (function points, code, tests)	AIAE09	9	10%
Human-Centric Power Skills	AIAE10	10	10%
Collaboration & Leadership	AIAE11	11	5%

Career Paths



[Job Descriptions](#)

All fields are mandatory assessment items. If any item is unsatisfactory, you will not achieve this rank.

FleziPT AI Application Engineer Role - Job Description

Assessment Items	Weight %	Explanation of Assessment Items	Junior FleziPT AI Application Engineer	Mid-level FleziPT AI Application Engineer	Senior FleziPT AI Application Engineer
			FAIE01	FAIE02	FAIE03
Responsibilities and Professional Skills	100%	AI Application Engineer is required to have some of the professional skills as below	Level 1	Level 2	Level 3
AI Application Design & Development	15%	Demonstrates the ability to design end-to-end AI-enabled applications, integrating machine learning, deep learning, and generative AI components into user-facing or system-level software. - Develop backend and frontend components that consume AI models through APIs, SDKs, or embedded inference engines. - Translate AI use cases into technical architectures, defining data flows, interfaces, and deployment strategies.	1: Designs small AI modules; writes clean code; integrates ML APIs	2: Leads design of complex AI applications; optimizes performance; mentors team	3: Architects enterprise-scale AI systems; defines design standards; drives innovation in AI application frameworks
Model Integration & Inference Engineering	10%	Demonstrates the ability to - Integrate trained AI/ML models into production systems using frameworks such as TensorFlow, PyTorch, ONNX, or cloud-native AI services. - Optimize inference pipelines for latency, throughput, memory footprint, and cost across cloud, edge, or hybrid environments. - Implement model versioning, configuration management, and rollback strategies.	1: Integrates models into applications; handles input/output pipelines	2: Designs scalable inference systems; optimizes latency and throughput	3: Architects multi-model serving platforms; defines best practices for inference engineering across products
Data Engineering & Management	10%	Demonstrates the ability to - Collaborate with data engineers to connect applications to data pipelines, feature stores, and real-time data streams. - Ensure correct data preprocessing, validation, and transformation within the application lifecycle. - Handle data quality, drift detection, and runtime data monitoring.	1: Builds ETL pipelines; manages structured/unstructured data; applies feature engineering	2: Leads data architecture design; ensures data quality, governance, and scalability	3: Architects enterprise data platforms; defines standards for data pipelines, governance, and compliance
MLOps & Deployment	10%	Demonstrates the ability to - Implement CI/CD pipelines for AI applications, supporting automated testing, validation, and deployment of AI components. - Package AI applications using containers and orchestration platforms (e.g., Docker, Kubernetes). - Monitor deployed AI applications for performance, reliability, model degradation, and operational risks.	1: Implements CI/CD for ML; monitors model performance; handles retraining workflows	2: Leads MLOps strategy; automates pipelines; manages model lifecycle at scale	3: Architects enterprise MLOps platforms; defines compliance, monitoring, and automation standards
Cloud & Deployment Platforms	5%	Demonstrates the ability to - Integrate AI applications with existing enterprise systems, microservices, APIs, and legacy platforms. - Design scalable architectures capable of handling high-volume requests and real-time inference workloads. - Ensure fault tolerance, resilience, and observability of AI-driven services.	1: Deploys AI applications on cloud (AWS, Azure, GCP); uses containers	2: Designs scalable cloud architectures; optimizes cost/performance; leads deployments	3: Architects hybrid/multi-cloud AI platforms; sets enterprise standards for cloud AI deployment
Domain-Specific AI Applications	10%	Demonstrates the ability to - Apply security best practices for AI applications, including data protection, access control, and secure model usage. - Ensure compliance with organizational, legal, and industry regulations (e.g., privacy, safety, explainability). - Support responsible AI principles such as fairness, transparency, traceability, and auditability.	1: Builds domain-specific solutions (NLP, CV, recommendation systems)	2: Leads projects applying AI in specialized domains; adapts models to industry needs	3: Architects domain-specific AI strategies; defines reusable frameworks; recognized as subject matter expert
Functional & Non-Functional Coding	10%	Demonstrates the ability to - Use AI tool to write + 80% code (Required for Level 3). + 50% code (Required for Level 2). + 30% code (Required for Level 1). - Should be able to validate AI-generated code - Should be able to split work across multi-agent scenario and orchestration - Split work across multi-agent scenario and orchestration. - Work closely with data scientists, ML engineers, UX designers, product managers, and domain experts. - Translate business requirements into technical AI solutions and communicate technical constraints clearly to non-technical stakeholders. - Support user acceptance testing, production rollout, and continuous improvement of AI applications.	1: Delivers features meeting FN/NF specs with AI support, and use AI tool to generate 30% code, also validate, also basic level multi-agent split work.	2: Uses AI to explore architecture options; performance tuning; scalable design, and use AI tool to generate 50% code, also validate, also basic level multi-agent split work.	3: Guides architectural direction using AI reasoning; evaluates system tradeoffs, and use AI to write 80% code, should be able to validate AI-generated code, should be able to split work across multi-agent scenario and orchestration.
Security, Compliance & Responsible AI	5%	Demonstrates the ability to - Converts AI models into real, deployable products that deliver measurable business or operational value. - Reduces the gap between AI experimentation and production adoption. - Ensures AI solutions are scalable, maintainable, and trustworthy in real-world environments. - Enables organizations to industrialize AI across products, platforms, and services.	1: Applies security and compliance practices in AI application development.	2: Leads projects ensuring responsible AI practices are embedded.	3: Architects enterprise-wide responsible AI and compliance strategies.
Delivery Outcomes (function points, code, tests)	10%	Demonstrates the ability to consistently apply AI tools, prompting techniques, workflow automation, and responsible AI practices to improve productivity, accuracy, and innovation across their team.	1: Delivers measurable features, test cases, and documentation reliably.	2: Drives major improvements in team delivery velocity and quality.	3: Achieves enterprise level improvements in cost, speed, and defect reduction.
Human-Centric Power Skills	10%	Demonstrates the ability to apply critical thinking, problem-solving, an engineering mindset, analytical thinking, system thinking, engineering mindset, developed through gamified and engaging learning approaches, including online games, simulations, and structured offline activities.	2: Needs guidance to communicate clearly, collaborate well, or navigate interpersonal challenges, critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.	3: Able to communicate and collaborate in typical work situations but may require support in complex or high-pressure scenarios, critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.	4: Professional - Communicates effectively, collaborates respectfully, and contributes positively to team culture, critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.
Collaboration & Leadership	5%	Demonstrates the ability to - Lead cross-functional AI solution delivery by working effectively with product owners, software engineers, data teams, business stakeholders, and IT/security partners. - Collaborate to define requirements, validate assumptions, and align expectations throughout the AI application lifecycle.	1: Self-driven; communicates AI reasoning clearly.	2: Coaches team; drives adoption; sets example.	3: Influences enterprise and client strategy for AI-native engineering.

Roles & Responsibilities

Activities to Be Completed

FleziPT AI Application Engineer

Roles and Responsibilities	Scope of Work (Technical Practices)	Key Behaviors & Competencies
<p>Technical Responsibilities focus on building new AI features</p> <p>AI Application Design & Development</p> <ul style="list-style-type: none"> - Design and implement AI-enabled applications using Python, TensorFlow, PyTorch, or similar frameworks. - Ensure modular, reusable, and maintainable code structures. - Integrate AI features into enterprise systems and user-facing applications. <p>Functional & Non-Functional Coding</p> <ul style="list-style-type: none"> - Use AI tool to write <ul style="list-style-type: none"> + 80% code (Required for Level 3). + 50% code (Required for Level 2). + 30% code (Required for Level 1). - Should be able to validate AI-generated code - Should be able to split work across multi-agent scenario and orchestration. <p>Model Integration & Inference Engineering</p> <ul style="list-style-type: none"> - Deploy pre-trained and custom ML models into production environments. - Optimize inference pipelines for speed, scalability, and reliability. - Manage multi-model serving, versioning, and rollback strategies. <p>Data Engineering & Management</p> <ul style="list-style-type: none"> - Build and maintain ETL pipelines for structured and unstructured data. - Apply feature engineering and ensure data quality, consistency, and governance. - Implement secure data handling practices aligned with compliance standards. <p>MLOps & Deployment</p> <ul style="list-style-type: none"> - Automate CI/CD pipelines for ML workflows. - Monitor model drift, retraining cycles, and lifecycle management. - Use orchestration tools (MLflow, Kubeflow, Airflow) for scalable deployment. <p>Cloud & Deployment Platforms</p> <ul style="list-style-type: none"> - Deploy AI workloads on cloud platforms (AWS, Azure, GCP). - Use Docker/Kubernetes for containerization and orchestration. - Architect scalable, cost-optimized cloud solutions for AI services. <p>Domain-Specific AI Applications</p> <ul style="list-style-type: none"> - Apply AI techniques in NLP, computer vision, recommendation systems, or anomaly detection. - Customize models for industry-specific use cases (e.g., healthcare, finance, manufacturing). - Collaborate with domain experts to refine and validate solutions. 	<p>Your primary technical objective is to deliver functional AI Application Engineering with high velocity.</p> <p>AI Application Design & Development</p> <ul style="list-style-type: none"> - Build AI-enabled applications using Python, TensorFlow, PyTorch. - Implement modular, reusable code for ML workflows. - Integrate AI features into enterprise systems. <p>Model Integration & Inference Engineering</p> <ul style="list-style-type: none"> - Deploy pre-trained and custom models into production. - Optimize inference pipelines for latency and throughput. - Manage multi-model serving and versioning. <p>Data Engineering & Management</p> <ul style="list-style-type: none"> - Design ETL pipelines for structured/unstructured data. - Apply feature engineering and ensure data quality. - Implement governance, compliance, and security practices. <p>MLOps & Deployment</p> <ul style="list-style-type: none"> - Automate CI/CD pipelines for ML models. - Monitor model drift, retraining, and lifecycle management. - Use MLflow, Kubeflow, or Airflow for orchestration. <p>Cloud & Deployment Platforms</p> <ul style="list-style-type: none"> - Deploy AI workloads on AWS, Azure, GCP. - Use Docker/Kubernetes for containerization. - Architect scalable, cost-optimized cloud solutions. <p>Domain-Specific AI Applications</p> <ul style="list-style-type: none"> - Apply AI in NLP, CV, recommendation systems, anomaly detection. - Customize models for industry-specific use cases. - Collaborate with domain experts to refine solutions. 	<p>We are looking for engineers who possess specific "AI Application Engineering" behaviors:</p> <p>Key Behaviors</p> <ul style="list-style-type: none"> - Problem-Solving Orientation: Approaches challenges with analytical rigor and solution-driven mindset. - Collaboration & Communication: Works effectively with cross-functional teams, explains AI concepts clearly to non-technical stakeholders. - Adaptability: Learns new tools and frameworks quickly; adapts to evolving project requirements. - Quality Focus: Ensures accuracy, reliability, and compliance in AI solutions. - Innovation Mindset: Seeks opportunities to apply emerging AI techniques to business problems. - Ethical Responsibility: Considers fairness, bias, and transparency in AI applications. <p>Technical Competencies</p> <ul style="list-style-type: none"> - Proficiency in ML frameworks (TensorFlow, PyTorch). - Strong software engineering skills (Git, APIs, CI/CD). - Data pipeline design and management. - Cloud deployment and scaling. - MLOps automation and monitoring. - Domain-specific AI expertise (NLP, CV, etc.). <p>Professional Competencies</p> <ul style="list-style-type: none"> - Effective communication and documentation. - Project management in Agile/Scrum environments. - Leadership in guiding teams and mentoring peers. - Strategic thinking for AI adoption in enterprise contexts. - System thinking, engineering mindset.

Definitions

Job Family:	FleziPT AI Application Engineer		
Job Rank	Code	Job Title	
FAI	FAIE01	Junior FleziPT AI Application Engineer	Level 1 – Enabled
	FAIE02	Mid-level FleziPT AI Application Engineer	Level 2 – Practitioner
	FAIE03	Senior FleziPT AI Application Engineer	Level 3 – Advanced Practitioner / Lead

POINTS = LEVEL (selected) * Weight% / MAX Level of Proficiency / 100

CTC: Corporate Training Center

AkaLink: Skills Rankings System

POD: Project Opening Decision

Job_Fsoft Career Framework

Reference: SEFIX Ecosystem

AI Application Design & Development		Level Label
3	Architects enterprise-scale AI systems; defines design standards; drives innovation in AI application frameworks	3: Architects enterprise-scale AI systems; defines design standards; drives innovation in AI application frameworks
2	Leads design of complex AI applications; optimizes performance; mentors team	2: Leads design of complex AI applications; optimizes performance; mentors team
1	Designs small AI modules; writes clean code; integrates ML APIs	1: Designs small AI modules; writes clean code; integrates ML APIs
0	Understands basic AI concepts; can use pre-built models in simple applications	0: Understands basic AI concepts; can use pre-built models in simple applications
Model Integration & Inference Engineering		Level Label
3	Architects multi-model serving platforms; defines best practices for inference engineering across products	3: Architects multi-model serving platforms; defines best practices for inference engineering across products
2	Designs scalable inference systems; optimizes latency and throughput	2: Designs scalable inference systems; optimizes latency and throughput
1	Integrates models into applications; handles input/output pipelines	1: Integrates models into applications; handles input/output pipelines
0	Runs inference using pre-trained models; understands basic deployment	0: Runs inference using pre-trained models; understands basic deployment
Domain-Specific AI Applications		Level Label
3	Architects domain-specific AI strategies; defines reusable frameworks; recognized as subject matter expert	3: Architects domain-specific AI strategies; defines reusable frameworks; recognized as subject matter expert
2	Leads projects applying AI in specialized domains; adapts models to industry needs	2: Leads projects applying AI in specialized domains; adapts models to industry needs
1	Builds domain-specific solutions (NLP, CV, recommendation systems)	1: Builds domain-specific solutions (NLP, CV, recommendation systems)
0	Applies AI to simple domain problems (e.g., text classification, image tagging)	0: Applies AI to simple domain problems (e.g., text classification, image tagging)
Cloud & Deployment Platforms		Level Label
3	Architects hybrid/multi-cloud AI platforms; sets enterprise standards for cloud AI deployment	3: Architects hybrid/multi-cloud AI platforms; sets enterprise standards for cloud AI deployment
2	Designs scalable cloud architectures; optimizes cost/performance; leads deployments	2: Designs scalable cloud architectures; optimizes cost/performance; leads deployments
1	Deploys AI applications on cloud (AWS, Azure, GCP); uses containers	1: Deploys AI applications on cloud (AWS, Azure, GCP); uses containers
0	Uses cloud services at a basic level (e.g., uploading models)	0: Uses cloud services at a basic level (e.g., uploading models)
Functional & Non-Functional Coding		Level Label
3	Guides architectural direction using AI reasoning; evaluates system tradeoffs, and use AI to write 80% code, should be able to validate AI-generated code, should be able to split work across multi-agent scenario and orchestration.	3: Guides architectural direction using AI reasoning; evaluates system tradeoffs, and use AI to write 80% code, should be able to validate AI-generated code, should be able to split work across multi-agent scenario and orchestration.
2	Uses AI to explore architecture options; performance tuning; scalable design, and use AI tool to generate 50% code, also validate, also basic level multi-agent split work.	2: Uses AI to explore architecture options; performance tuning; scalable design, and use AI tool to generate 50% code, also validate, also basic level multi-agent split work.
1	Delivers features meeting F/N/F specs with AI support, and use AI tool to generate 30% code, also validate, also basic level multi-agent split work.	1: Delivers features meeting F/N/F specs with AI support, and use AI tool to generate 30% code, also validate, also basic level multi-agent split work.
0	Completes simple tasks with AI help; struggles with NF requirements.	0: Completes simple tasks with AI help; struggles with NF requirements.
Data Engineering & Management		Level Label
3	Architects enterprise data platforms; defines standards for data pipelines, governance, and compliance	3: Architects enterprise data platforms; defines standards for data pipelines, governance, and compliance
2	Leads data architecture design; ensures data quality, governance, and scalability	2: Leads data architecture design; ensures data quality, governance, and scalability
1	Builds ETL pipelines; manages structured/unstructured data; applies feature engineering	1: Builds ETL pipelines; manages structured/unstructured data; applies feature engineering
0	Performs basic data cleaning and loading; uses spreadsheets or simple queries	0: Performs basic data cleaning and loading; uses spreadsheets or simple queries
MLOps & Deployment		Level Label
3	Architects enterprise MLOps platforms; defines governance, monitoring, and automation standards	3: Architects enterprise MLOps platforms; defines governance, monitoring, and automation standards
2	Leads MLOps strategy; automates pipelines; manages model lifecycle at scale	2: Leads MLOps strategy; automates pipelines; manages model lifecycle at scale
1	Implements CI/CD for ML; monitors model performance; handles retraining workflows	1: Implements CI/CD for ML; monitors model performance; handles retraining workflows
0	Understands basics of model deployment; can run models locally	0: Understands basics of model deployment; can run models locally
Delivery Outcomes (function points, code, tests)		Level Label
3	Achieves enterprise level improvements in cost, speed, and defect reduction.	3: Achieves enterprise level improvements in cost, speed, and defect reduction.
2	Drives major improvements in team delivery velocity and quality.	2: Drives major improvements in team delivery velocity and quality.
1	Delivers measurable features, test cases, and documentation reliably.	1: Delivers measurable features, test cases, and documentation reliably.
0	Outputs not yet consistent; quality dependent on review.	0: Outputs not yet consistent; quality dependent on review.
Security, Compliance & Responsible AI		Level Label
3	Architects enterprise-wide responsible AI and compliance strategies.	3: Architects enterprise-wide responsible AI and compliance strategies.
2	Leads projects ensuring responsible AI practices are embedded.	2: Leads projects ensuring responsible AI practices are embedded.
1	Applies security and compliance practices in AI application development.	1: Applies security and compliance practices in AI application development.
0	Understands basic security and compliance concepts in AI systems.	0: Understands basic security and compliance concepts in AI systems.
Human-Centric Power Skills		Level Label
5	Very Professional - Communicates with clarity, diplomacy, and influence; handles complex interpersonal situations with ease; sets the standard for others, critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.	5: Very Professional - Communicates with clarity, diplomacy, and influence; handles complex interpersonal situations with ease; sets the standard for others, critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.
4	Professional - Communicates effectively, collaborates respectfully, and contributes positively to team culture, critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.	4: Professional - Communicates effectively, collaborates respectfully, and contributes positively to team culture, critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.
3	Able to communicate and collaborate in typical work situations but may require support in complex or high-pressure scenarios, critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.	3: Able to communicate and collaborate in typical work situations but may require support in complex or high-pressure scenarios, critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.
2	Needs guidance to communicate clearly, collaborate well, or navigate interpersonal challenges, critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.	2: Needs guidance to communicate clearly, collaborate well, or navigate interpersonal challenges, critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.
1	Needs significant support in communication, collaboration, professional interactions, critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.	1: Needs significant support in communication, collaboration, professional interactions, critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.
0	Not Required	0: Not Required
Collaboration & Leadership		Level Label
3	Influences enterprise and client strategy for AI-native engineering.	3: Influences enterprise and client strategy for AI-native engineering.
2	Coaches team; drives adoption; sets example.	2: Coaches team; drives adoption; sets example.
1	Self-driven; communicates AI reasoning clearly.	1: Self-driven; communicates AI reasoning clearly.
0	Lesser mindset but reliant on guidance.	0: Learner mindset but reliant on guidance.

RECORD OF CHANGE

No	Effective Date	Version	File Version	Change Description	Reason	Creator	Reviewer	Approver
1	15-Jan-2026	1.0	0.1	Newly Issued	Clone FleziPT AI Application Engineer from FSO HR JD/JA template	KhangPH		
2	14-Apr-2026	1.0	0.2	Update	Updated email: [FSA BOD][Flezi AI]IMPORTANT/URGENT - Up date AI JDs & Learning path required by Prajith Nair and Mathan Sakthivel on 14 April 2026 - Added new Human-Centric Power skills (Critical Thinking, Problem Solving, Engineering Mindset, Analytic Thinking). - Updated Functional & Non-Functional Coding + L3 - should be able to use AI to write 80% code, should be able to validate AI-generated code + L2 - 50% AI generated code, also validate, also basic level multi-agent split work + L1 - 30% AI generated code, also validate, also basic level multi-agent split work + Should be able to split work across multi-agent scenario and orchestration.	KhangPH		
3	16-Apr-2026	1.0	0.3	Update	Updated email: [FSA BOD][Flezi AI]IMPORTANT/URGENT - Up date AI JDs & Learning path required by Prajith Nair and Mathan Sakthivel on 16 April 2026. - Updated comments + System thinking: AI Augmented level 2 up + all others level 1 up + Engineering Mindset: AI Augmented level 2 up + all others level 1 up + Problem Solving: Level 1 up for all Updated career path - AI SA1 - AI Application L2 - AI SA2 - AI Application L3/ AI Champions 1 - AI SA3 - AI Champions 2 up	KhangPH		
4	20-Apr-2026	1.0	0.4	Update	Updated email: [FSA BOD][Flezi AI]IMPORTANT/URGENT - Up date AI JDs & Learning path on 20 April 2026. AI Application - make human skills 10% and - collaboration & leadership 5% - to adjust % can merge cloud/MLOps into one, and AI App design + Model + Inference design + Cloud & Deployment Platforms: 10%->5% + Security, Compliance & Responsible AI: 10%->5%	KhangPH		
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