Job

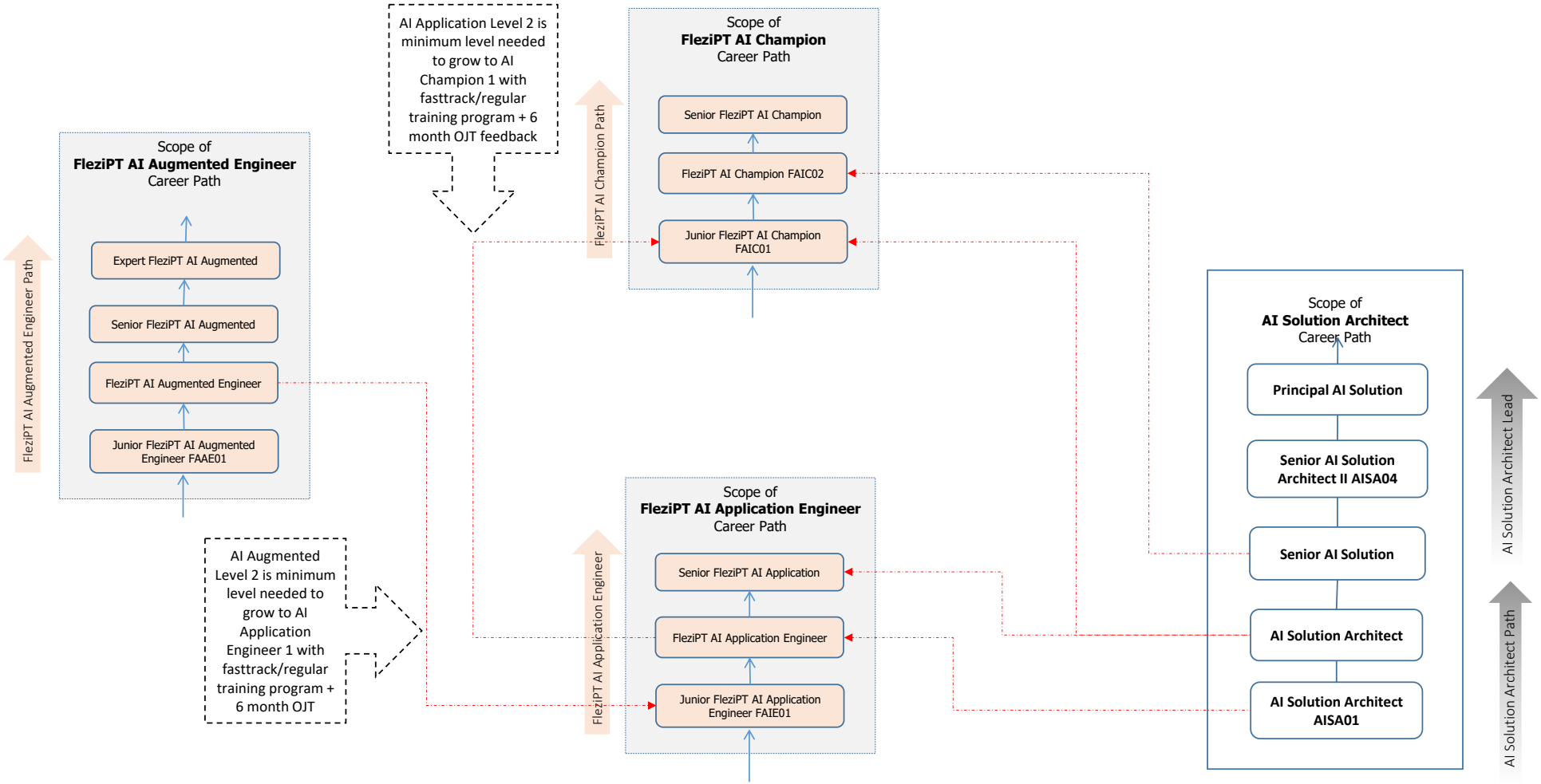
FleziPT AI Augmented Engineer
FAAE

Document Code	XXX-CV/HR/HDCV/FSOFT
Version	1.0
Effect Date	1-May-2026

Models

FleziPT AI Augmented Engineer Role		Competency Model
Responsibilities and Professional Skills	**Code**	**100%**
AI Coding Workflow	AAE1	15%
Prompt Crafting & Context	AAE2	10%
Review & Validation	AAE3	10%
Tool Selection	AAE4	5%
Functional & Non-Functional Coding	AAE5	10%
Refactoring & Optimization	AAE6	5%
Unit Testing & Documentation	AAE7	10%
Debugging & RCA	AAE8	10%
Delivery Outcomes (function points, code, tests)	AAE9	10%
Human-Centric Power Skills	AAE10	10%
Collaboration & Leadership	AAE11	5%

Career Paths



Job Descriptions

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

FleziPT AI Augmented Engineer Role - Job Description

Assessment Items	Weight %	Explanation of Assessment Items	Junior FleziPT AI Augmented Engineer	Mid-level FleziPT AI Augmented Engineer	Senior FleziPT AI Augmented Engineer	Expert FleziPT AI Augmented Engineer
			FAAE01	FAAE02	FAAE03	FAAE04
Responsibilities and Professional Skills	**100%**	**AI Augmented Engineer is required to have some of the professional skills as below**	**Level 1**	**Level 2**	**Level 3**	**Level 4**
AI Coding Workflow	15%	Demonstrates the ability to use AI-assisted coding workflows to plan, generate, iterate, and integrate code efficiently across the software development lifecycle.	1: Uses AI only with guidance; basic prompt attempts; inconsistent usage.	2: Uses AI in daily coding; writes contextual prompts; adapts AI outputs effectively.	3: Orchestrates multi-step prompts; automates repetitive tasks; mentors others in AI workflows.	4: Designs orgwide AI workflows; integrates advanced AI agents into engineering pipelines.
Prompt Crafting & Context	10%	Demonstrates the ability to use effective prompt crafting and contextual grounding techniques to guide AI systems toward accurate, relevant, and goal-aligned outputs.	1: Prompts are generic; struggles to frame context; requires review.	2: Writes clear, specific prompts; consistently improves quality of AI outputs.	3: Tailors prompts for complex requirements; builds reusable prompt patterns for team use.	4: Creates prompt frameworks, guardrails, templates; optimizes prompts for domainspecific Copilots.
Review & Validation	10%	Demonstrates the ability to use systematic review and validation methods to assess AI-generated outputs for correctness, quality, security, and compliance with requirements.	1: Relies on supervisor to validate Aigenerated code; limited critical assessment.	2: Reviews AI outputs for logic, edge cases, and standards; adjusts as needed.	3: Formalizes validation steps; trains others on risk awareness; integrates automated validation tooling.	4: Defines enterprisewide validation standards for AI-generated assets
Tool Selection	5%	Demonstrates the ability to use appropriate AI tools, models, and frameworks based on task requirements, constraints, and expected outcomes.	1: Aware of tools; unsure when to use what; uses prescribed tools only.	2: Chooses the right tool for coding, testing, debugging, or documentation.	3: Standardizes tool usage; configures team environments; drives adoption.	4: Evaluates and integrates new AI tools; manages enterprise tooling strategy.
Functional & Non-Functional Coding	10%	- AI first impact on codebase should be impacting all code activities. - Coding/review/documentation/testing/refactoring etc... - 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	1: Completes simple tasks with AI help; struggles with NF requirements and use AI to explore architecture options; performance tuning; scalable design, 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: 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.	4: Guides architectural direction using AI reasoning; evaluates system tradeoffs.
Refactoring & Optimization	5%	Demonstrates the ability to use AI-supported refactoring and optimization techniques to improve code quality, performance, maintainability, and scalability.	1: Basic cleanup only when instructed.	2: Uses AI to refactor and improve maintainability/performance.	3: Leads modernization of modules using AIassisted analysis.	4: Rewrites large systems using AI-accelerated modernization frameworks.
Unit Testing & Documentation	10%	Demonstrates the ability to use AI to support unit test generation and technical documentation while ensuring accuracy, coverage, and adherence to coding standards.	1: Generatesn basic tests/docs but depends heavily on review.	2: Produces solid tests/docs via AI; ensures coverage and clarity.	3: Automates test generation; builds test frameworks; improves CI quality.	4: Defines test strategy for organization; integrates AI into automated QA pipelines.
Debugging & RCA	10%	Demonstrates the ability to use AI-assisted debugging and root cause analysis (RCA) techniques to identify, analyze, and resolve defects effectively.	1: Copies errors into AI tools without structure.	2: Conducts structured AI dialogue for RCA and debugging.	3: Uses AI to predict failure patterns; builds debugging playbooks.	4: Implements predictive AI debugging across products and platforms.
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: Outputs not yet consistent; quality dependent on review.	2: Delivers measurable features, test cases, and documentation reliably.	3: Drives major improvements in team delivery velocity and quality.	4: Achieves enterprise level improvements in cost, speed, and defect reduction.
Human-Centric Power Skills	10%	Demonstrates the ability to apply critical thinking, problem-solving, system thinking, engineering mindset, and analytical thinking, developed through gamified and engaging learning approaches, including online games, simulations, and structured offline activities.	1: Needs significant support in communication, collaboration, professional interactions, critical thinking, problem solving, analytic thinking.	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: Learner mindset but reliant on guidance.	2: Self-driven; communicates AI reasoning clearly.	3: Coaches team; drives adoption; sets example.	4: Influences enterprise and client strategy for AI-native engineering.

Roles & Responsibilities

Activities to Be Completed

FlexiPT AI Augmented Engineer

Roles and Responsibilities	Scope of Work (Technical Practices)	Key Behaviors & Competencies
FPT is a premier software and engineering outsourcing organization partnering with global enterprises to build AI-first digital transformations, and focus on Mass Delivery Skills – SDLC using AI for productivity: - AI-Driven Coding: Translate functional and non-functional requirements into robust code using AI pair programmers (e.g., Copilot, Cursor, ChatGPT, Other tooling..). - Orchestrate AI tools to architect, debug, document. - Optimize solutions at a velocity and quality standard unattainable by traditional methods. - AI first impact on codebase should be impacting all code activities. - Coding/review/documentation/testing/refactoring etc.. - 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 - Move beyond traditional coding; Build an AI-Augmented workforce. - Seek AI-Augmented Software Engineers who have successfully integrated Generative AI into their daily coding rhythm. - Operate in a "Human-in-the-Loop" capacity. - Use AI to accelerate routine tasks while applying your engineering judgment to complex architecture and logic.	Your primary technical objective is to deliver functional software and documentation with high velocity. - AI-Driven Coding: Translate functional and non-functional requirements into robust code using AI pair programmers (e.g., Copilot, Cursor, ChatGPT, Other tooling..). - Refactoring & Optimization: Proactively identify code smells and performance bottlenecks. - Use AI to suggest refactoring patterns and optimization strategies to reduce technical debt. - Comprehensive Testing & Documentation: + Automate the generation of unit tests, edge-case scenarios, and swagger/API documentation. + Ensure 100% test coverage on critical paths using AI generation tools. - Deep-Dive Debugging: Utilize AI-based dialogue and context-aware agents to perform Root Cause Analysis (RCA) on bugs. - Paste logs and stack traces to rapidly identify issues and brainstorm fixes.	We are looking for engineers who possess specific "AI-Augmented" behaviors: **1. The "AI Rhythm"** - You don't treat AI as an afterthought. It is integrated into your IDE and your thought process. - You toggle seamlessly between writing code manually and generating code blocks via AI. **2. Contextual Prompt Engineering** - You understand that "garbage in, garbage out" applies to LLMs. - You have the ability to write clear, context-heavy prompts that explain intent, constraints, and environment to get the best possible output from the model. **3. Critical Review & Adaptation** - You never blindly trust the AI. You act as the senior reviewer for the AI's output. - You can spot hallucinations, correct insecure coding patterns, and adapt generic AI suggestions to fit the specific business logic of our enterprise clients. **4. Strategic Tool Selection** - You know which tool fits the task. - You know when to use an auto-complete tool (like GitHub Copilot) versus a reasoning model (like Claude 3.5 or GPT-4o) for architectural discussions. **5. Required Experience** - Total Experience: 1+ year of professional software engineering experience at entry level (L2). For higher levels based on additional experience and performance evaluation. - AI-Augmented Experience: At least 6+ months of verifiable experience delivering outcomes in an AI-augmented work stream at entry level (L2). - You must be able to demonstrate how you have used AI to deliver projects previously. - For higher levels based on additional experience and performance evaluation. - Tech Stack: Proficiency in [Python, Java, React, .NET, others] and experience with cloud platforms (AWS/Azure/GCP).

Definitions

Job Family:	FleziPT AI Augmented Engineer		
Job Rank	**Code**	**Job Title**	
FAA	FAAE01	Junior FleziPT AI Augmented Engineer	Level 1 – Enabled
	FAAE02	Mid-level FleziPT AI Augmented Enginee	Level 2 – Practitioner
	FAAE03	Senior FleziPT AI Augmented Engineer	Level 3 – Advanced Practitioner / Lead
	FAAE04	Expert FleziPT AI Augmented Engineer	Level 4 – Expert / Architect

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-Driven Coding Workflow	**Level Label**
4	Designs orgwide AI workflows; integrates advanced AI agents into engineering pipelines.	4: Designs orgwide AI workflows; integrates advanced AI agents into engineering pipelines.
3	Orchestrates multi-step prompts; automates repetitive tasks; mentors others in AI workflows.	3: Orchestrates multi-step prompts; automates repetitive tasks; mentors others in AI workflows.
2	Uses AI in daily coding; writes contextual prompts; adapts AI outputs effectively.	2: Uses AI in daily coding; writes contextual prompts; adapts AI outputs effectively.
1	Uses AI only with guidance; basic prompt attempts; inconsistent usage.	1: Uses AI only with guidance; basic prompt attempts; inconsistent usage.

	Prompt Crafting & Contextualization	**Level Label**
4	Creates prompt frameworks, guardrails, templates; optimizes prompts for domainspecific Copilots.	4: Creates prompt frameworks, guardrails, templates; optimizes prompts for domainspecific Copilots.
3	Tailors prompts for complex requirements; builds reusable prompt patterns for team use.	3: Tailors prompts for complex requirements; builds reusable prompt patterns for team use.
2	Writes clear, specific prompts; consistently improves quality of AI outputs.	2: Writes clear, specific prompts; consistently improves quality of AI outputs.
1	Prompts are generic; struggles to frame context; requires review.	1: Prompts are generic; struggles to frame context; requires review.

	Review &Validation of AI Outputs	**Level Label**
4	Defines enterprisewide validation standards for AI-generated assets	4: Defines enterprisewide validation standards for AI-generated assets
3	Formalizes validation steps; trains others on risk awareness; integrates automated validation tooling.	3: Formalizes validation steps; trains others on risk awareness; integrates automated validation tooling.
2	Reviews AI outputs for logic, edge cases, and standards; adjusts as needed.	2: Reviews AI outputs for logic, edge cases, and standards; adjusts as needed.
1	Relies on supervisor to validate Aigenerated code; limited critical assessment.	1: Relies on supervisor to validate Aigenerated code; limited critical assessment.

	AI Tool Selection & Usage	**Level Label**
4	Evaluates and integrates new AI tools; manages enterprise tooling strategy.	4: Evaluates and integrates new AI tools; manages enterprise tooling strategy.
3	Standardizes tool usage; configures team environments; drives adoption.	3: Standardizes tool usage; configures team environments; drives adoption.
2	Chooses the right tool for coding, testing, debugging, or documentation.	2: Chooses the right tool for coding, testing, debugging, or documentation.
1	Aware of tools; unsure when to use what; uses prescribed tools only.	1: Aware of tools; unsure when to use what; uses prescribed tools only.

	Functional & Non-Functional Coding (AI first impact on codebase should be impacting all code activiti	**Level Label**
4	Guides architectural direction using AI reasoning; evaluates system tradeoffs.	4: Guides architectural direction using AI reasoning; evaluates system tradeoffs.
3	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: 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	Use 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: Use 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	Completes simple tasks with AI help; struggles with NF requirements and use AI to explore architecture options; performance tuning; scalable design, and use AI tool to generate 30% code, also validate, also basic level multi-agent split work.	1: Completes simple tasks with AI help; struggles with NF requirements and use AI to explore architecture options; performance tuning; scalable design, and use AI tool to generate 30% code, also validate, also basic level multi-agent split work.

	Refactoring & Optimization	**Level Label**
4	Rewrites large systems using AI-accelerated modernization frameworks.	4: Rewrites large systems using AI-accelerated modernization frameworks.
3	Leads modernization of modules using Alassisted analysis.	3: Leads modernization of modules using Alassisted analysis.
2	Uses AI to refactor and improve maintainability/performance.	2: Uses AI to refactor and improve maintainability/performance.
1	Basic cleanup only when instructed.	1: Basic cleanup only when instructed.

	Unit Testing & Documentation	**Level Label**
4	Defines test strategy for organization; integrates AI into automated QA pipelines.	4: Defines test strategy for organization; integrates AI into automated QA pipelines.
3	Automates test generation; builds test frameworks; improves CI quality.	3: Automates test generation; builds test frameworks; improves CI quality.
2	Produces solid tests/docs via AI; ensures coverage and clarity.	2: Produces solid tests/docs via AI; ensures coverage and clarity.
1	Generatesn basic tests/docs but depends heavily on review.	1: Generatesn basic tests/docs but depends heavily on review.

	Debugging & Root Cause Analysis	**Level Label**
4	Implements predictive AI debugging across products and platforms.	4: Implements predictive AI debugging across products and platforms.
3	Uses AI to predict failure patterns; builds debugging playbooks.	3: Uses AI to predict failure patterns; builds debugging playbooks.
2	Conducts structured AI dialogue for RCA and debugging.	2: Conducts structured AI dialogue for RCA and debugging.
1	Copies errors into AI tools without structure.	1: Copies errors into AI tools without structure.

	Delivery Outcomes (function points, code, tests)	**Level Label**
4	Achieves enterprise level improvements in cost, speed, and defect reduction.	4: Achieves enterprise level improvements in cost, speed, and defect reduction.
3	Drives major improvements in team delivery velocity and quality.	3: Drives major improvements in team delivery velocity and quality.
2	Delivers measurable features, test cases, and documentation reliably.	2: Delivers measurable features, test cases, and documentation reliably.
1	Outputs not yet consistent; quality dependent on review.	1: Outputs not yet consistent; quality dependent on review.

	Human-Centric Power Skills	
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, analytic thinking.	1: Needs significant support in communication, collaboration, professional interactions, critical thinking, problem solving, analytic thinking.
0	Not Required	0: Not Required

	Collaboration & Leadership	**Level Label**
4	Influences enterprise and client strategy for AI-native engineering.	4: Influences enterprise and client strategy for AI-native engineering.
3	Coaches team; drives adoption; sets example.	3: Coaches team; drives adoption; sets example.
2	Self-driven; communicates AI reasoning clearly.	2: Self-driven; communicates AI reasoning clearly.
1	Learner mindset but reliant on guidance.	1: Learner mindset but reliant on guidance.

RECORD OF CHANGE

No	Effective Date	Version	File Version	Change Description	Reason	Creator	Reviewer	Approver
1	25-Dec-2025	1.0	0.1	Newly Issued	Clone AI Augmented Engineer from FSO HR JD/JA template and moved contents from from PDF file: Job Description_Levels&Rubric_AI-Augmented.pdf to Competency-based Job Description	KhangPH		
2	15-Jan-2026	1.0	0.1	Newly Issued	Rename Job title from AI Augmented Engineer to FleziPT AI Augmented Engineer and file name of FleziPT AI Augmented Engineer JD/JA	KhangPH		
3	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 - Must use AI to write 80% code. + L2 - Must use AI to write 50% code + L1 - Must use AI to write 30% code + Use AI to validate code, also basic level multi-agent split work. + Should be able to validate Ai-generated code. + Should be able to split work across multi-agent scenario and orchestration.	KhangPH		
4	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		
5	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. - 30% L1, 50% L2, 80% L3 - Ai first impact on codebase should be impacting all code activities - coding/review/documentation/testing/refactoring etc... - make human skills 10% and - collaboration & leadership 5% - to adjust % can merger some coding/testing/refactoring activities + Tool Selection: 10%->5% + Refactoring & Optimization: 10%->5%	KhangPH		
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