

Associate, Experience Designer I - 12P

The Associate Experience Designer 1 is a newly educated individual responsible for parts of projects guided and coached by senior-level designers. They are knowledgeable of the UX process and are proficient in the basic suite of design tools. They play a supportive role in UX activities and gain more insights with experience, translating their academic learning into a business setting. They have the skills necessary to contribute effectively in a cross-disciplinary team and are able to present their ideas to peers and leaders.

Associate, Experience Designer II - 11P

The Associate Experience Designer 2 is a newly experienced individual responsible for critical parts of projects guided and coached by Senior Designers and Design Managers. They are experienced in UX processes and tools and proficient in one or more UX competencies. They play supportive and acting roles in UX activities and are developing acumen in UX skills and competencies. They contribute effectively in a cross-disciplinary team and are proficient at presenting their ideas to peers and leaders.

Specialist, Sr. Experience Designer - 10P

The Specialist, Sr. Experience Designer is an individual that has significant design experience responsible for entire projects guided and coached by Design Managers and Directors. They are involved in the hiring process for new designers, are highly experienced in UX processes and tools, and proficient in three or more UX competencies. They play acting roles in UX activities, receive mentorship from design leaders to further develop their craft, and coach Associate Experience Designers. They have advanced experience working in cross-disciplinary teams and are proficient at presenting broader, systemic ideas to peers, leaders and stakeholders.

Manager, Experience Design - 9P

The Manager, Experience Design is an individual with substantial design experience responsible for one or more entire projects guided and coached by senior design leaders. A Manager has the ability to lead groups of three or more designers and may lead the hiring process for their organization. They are highly experienced in UX processes and tools and have expertise in most UX competencies. They play managing or greater acting roles in UX activities, receive mentorship from design leaders to further develop their craft and

leadership skills, and coach Associate and Specialist Experience Designers. They excel at working in cross-disciplinary teams and have the capacity to act as chapter lead for multiple teams. They are skilled at presenting design systems to peers, leaders and stakeholders.

Director, Experience Design - 8P

The Director, Experience Design is an individual with a high level of design experience responsible for programs of work or journeys guided and coached by senior design leaders. A Director has the ability to lead larger and more senior groups of designers and leads the hiring process for their organization. They are highly experienced in UX processes and tools and have expertise in most UX competencies. They lead UX activities, receive mentorship from leaders across disciplines, and mentor Managing and Senior Designers. They lead or act as a chapter lead for multiple cross-disciplinary teams and are skilled at presenting design ecosystems and advanced concepts to peers, leaders and stakeholders.

VP, Experience Design - 7P/7A

The VP, Experience Design is an individual with a high level of design experience responsible for multiple programs of work or journeys guided and coached by senior leaders. A VP leads larger and more senior groups of Directors and Managers and leads the hiring process for their organization. They are highly experienced in UX processes and tools and have expertise in most UX competencies. They lead UX activities, receive mentorship from leaders across disciplines, and mentor Directing and Managing Designers. They are the discipline lead for multiple cross-disciplinary teams and are experts at presenting design ecosystems and advanced concepts to peers, leaders and stakeholders.