

CIBC Application Developer Framework

As part of our approach to talent development, CIBC's application developer framework supports continued technical progression across engineering roles while enabling employees to grow through both leadership and individual contributor pathways.

The framework supports both traditional leadership pathways, such as Senior Manager and Director roles, as well as continued growth through **advanced technical specialization and individual contributor pathways**.

As part of ongoing professional development, employees are supported through continued learning opportunities, hands-on technical experience and development conversations aligned to their roles, areas of specialization and career growth.

The framework includes:

Application Developer Entry

Develops foundational engineering capabilities and exposure to modern development platforms and AI technologies.

Application Developer Senior

Leads increasingly complex development work across engineering and delivery environments.

Application Developer Specialist

Supports technical advancement across teams through specialized expertise, mentorship and engineering leadership.

Application Developer Intermediate

Applies engineering and problem-solving skills across delivery initiatives and technical implementations.

Application Developer Expert

Provides advanced technical specialization through complex solution design and engineering expertise.

