

Levelling up engineers in an AI-driven world

Jonathan Fielding / 4th November 2025 / Lead Dev Berlin

Socials: jonathanfielding.com

Levelling up engineers in an AI-driven world

Jonathan Fielding / 4th November 2025 / Lead Dev Berlin

Socials: jonathanfielding.com

Levelling up engineers in an AI-driven world

Jonathan Fielding / 4th November 2025 / Lead Dev Berlin

Socials: jonathanfielding.com

Levelling up engineers in an AI-driven world

Jonathan Fielding / 4th November 2025 / Lead Dev Berlin

Socials: jonathanfielding.com

AI is changing how our teams
deliver software

AI is changing how our teams
deliver software

1811, England



A New Map of England. From the latest Authorities by John Cary Engraver 1811

The Luddites



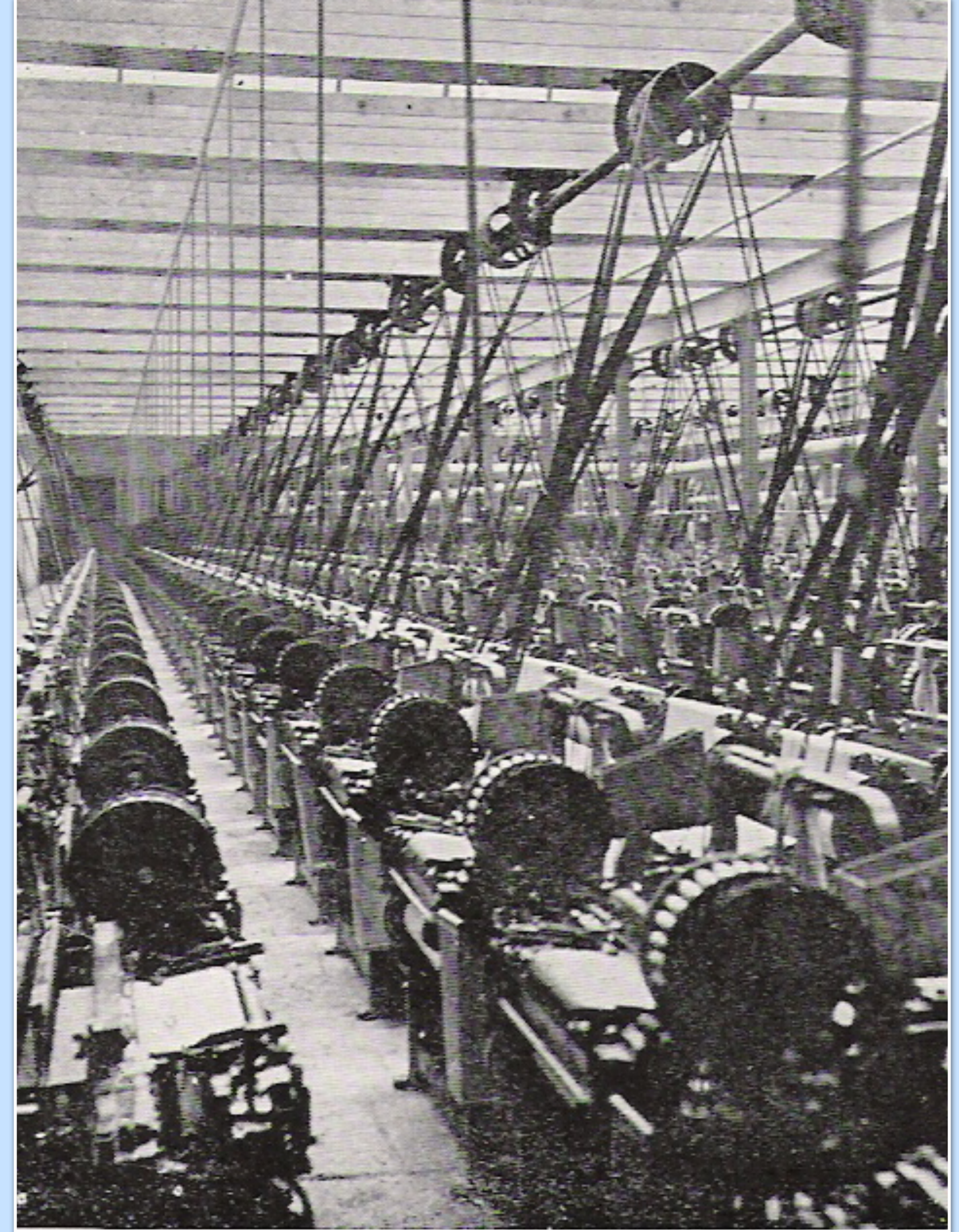
Unknown. 195 years since publication, copyright extinguished - [Working Class Movement Library catalogue](#)

The Luddites

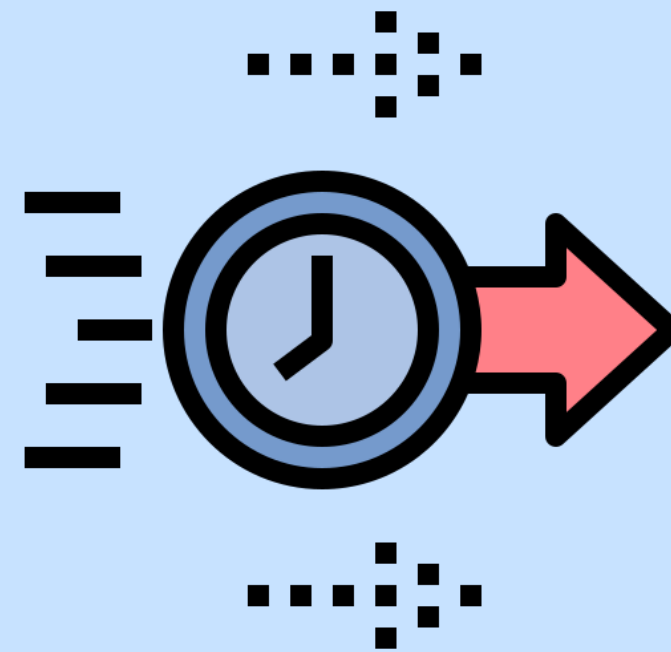


Unknown. 195 years since publication, copyright extinguished - [Working Class Movement Library catalogue](#)

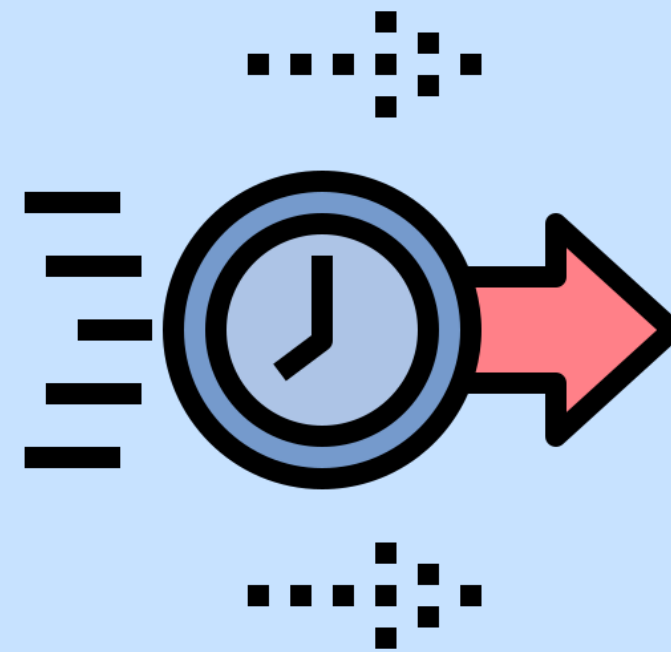
Fear



E.L. Hoskyn - Plate from *More Pictures of British History*, London, 1914, p.61. Publisher: London. Adam and Charles Black. 1914



Fast Forward To Today



Fast Forward To Today

AI is already part of how we build software

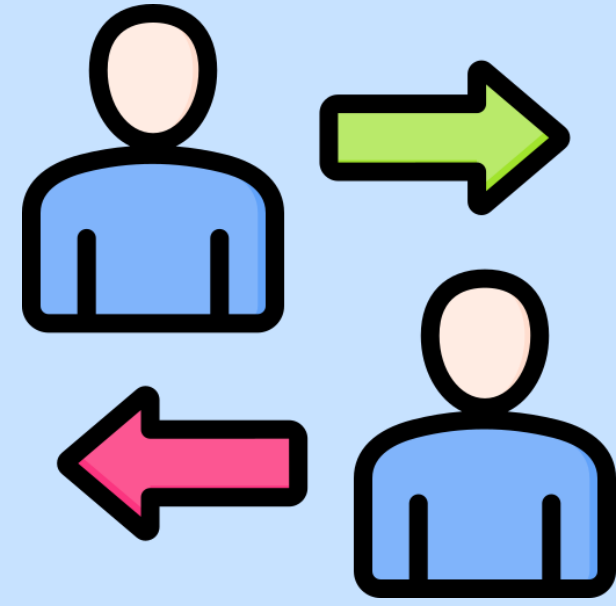
90 % of developers now use AI tools
80 % say it's boosted their productivity
30 % don't trust the code it writes

Source: DORA 2025 – State of AI-Assisted Software Development

AI is already part of how we build software

90 % of developers now use AI tools
80 % say it's boosted their productivity
30 % don't trust the code it writes

Source: DORA 2025 – State of AI-Assisted Software Development



The Shift

Core engineering skills

Thinking



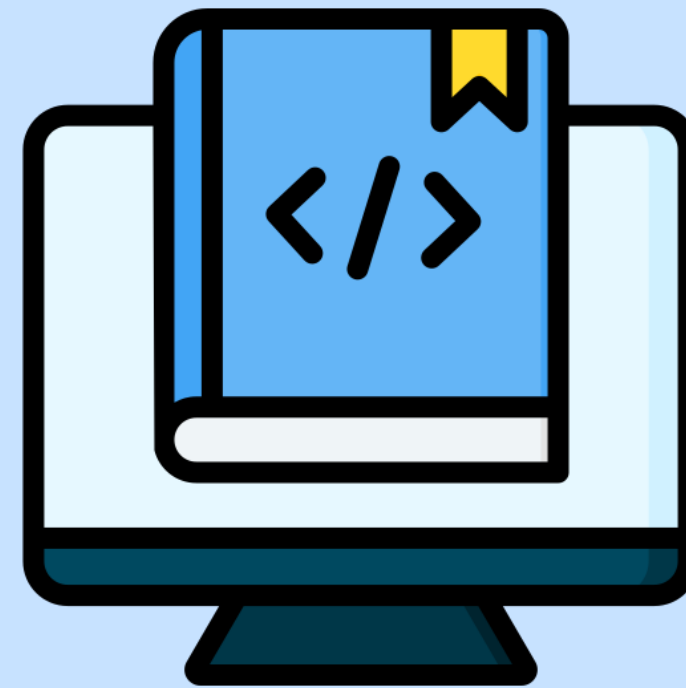
Problem Framing

Thinking



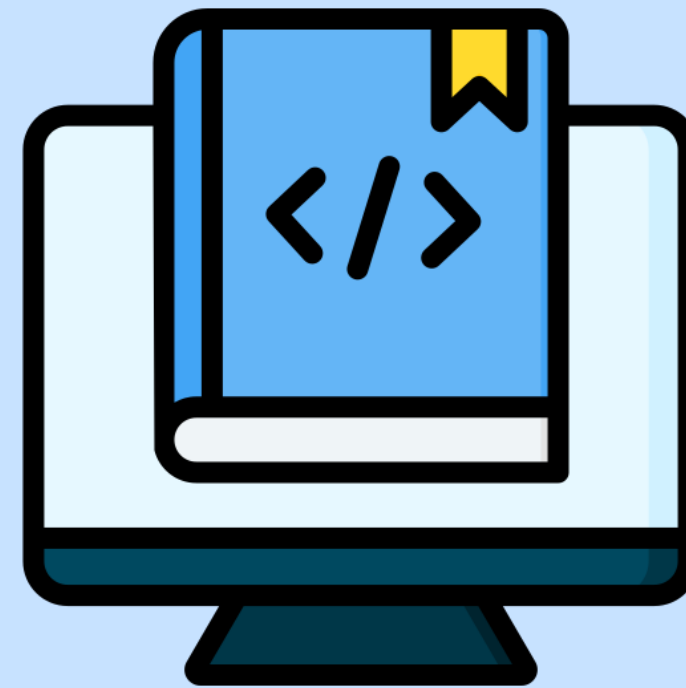
Problem Framing

Thinking



Reading Code

Thinking



Reading Code

Thinking



Debugging

Thinking



Debugging

Technical Judgement



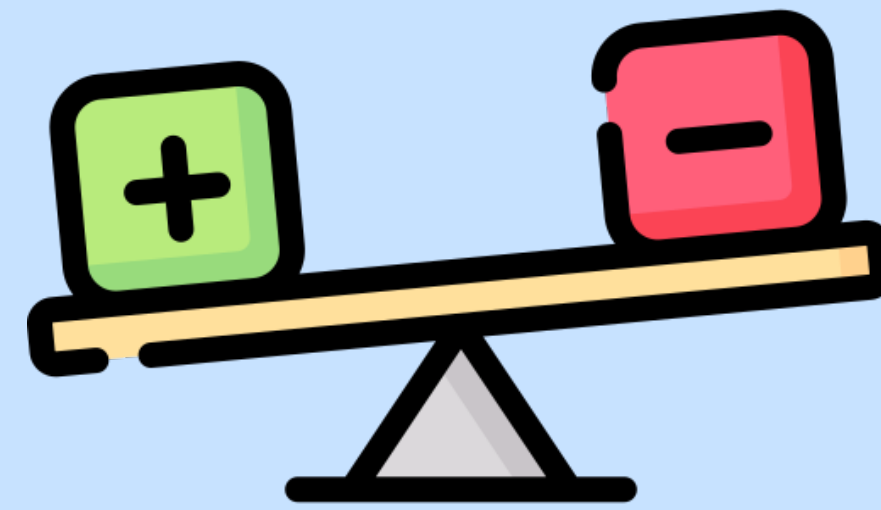
Designing systems

Technical Judgement



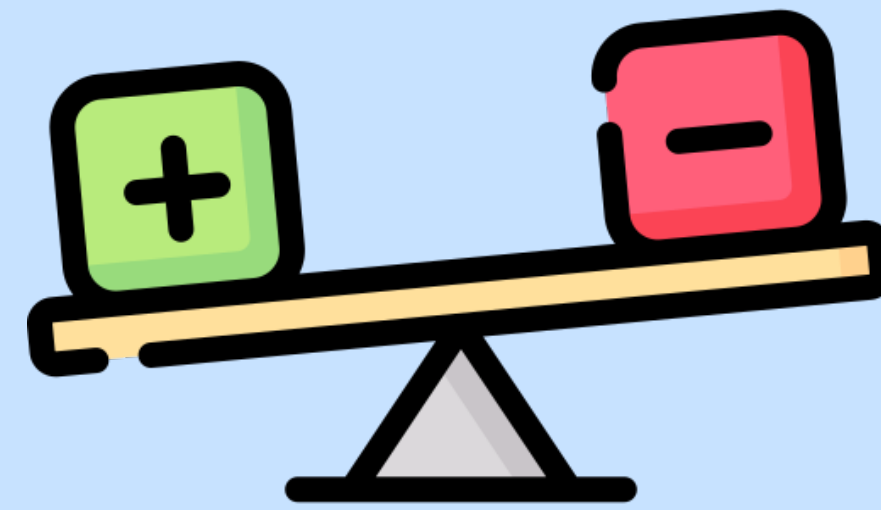
Designing systems

Technical Judgement



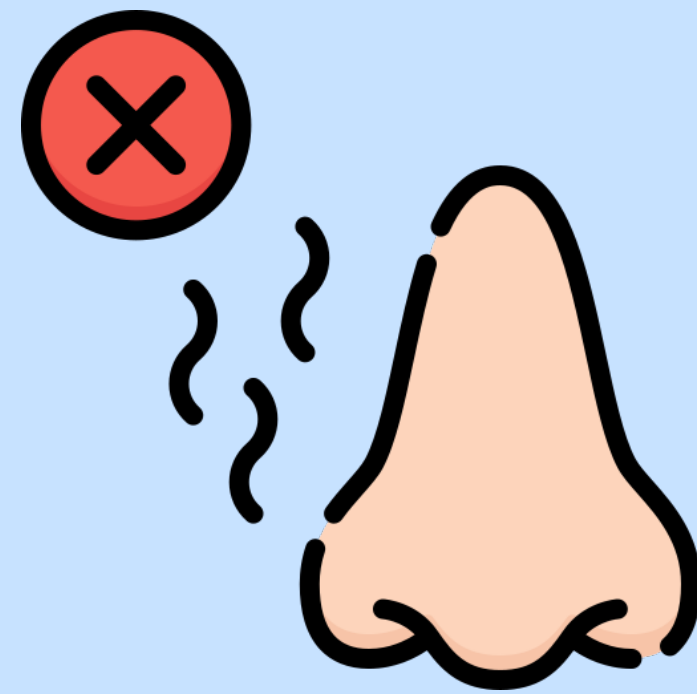
Making tradeoffs

Technical Judgement



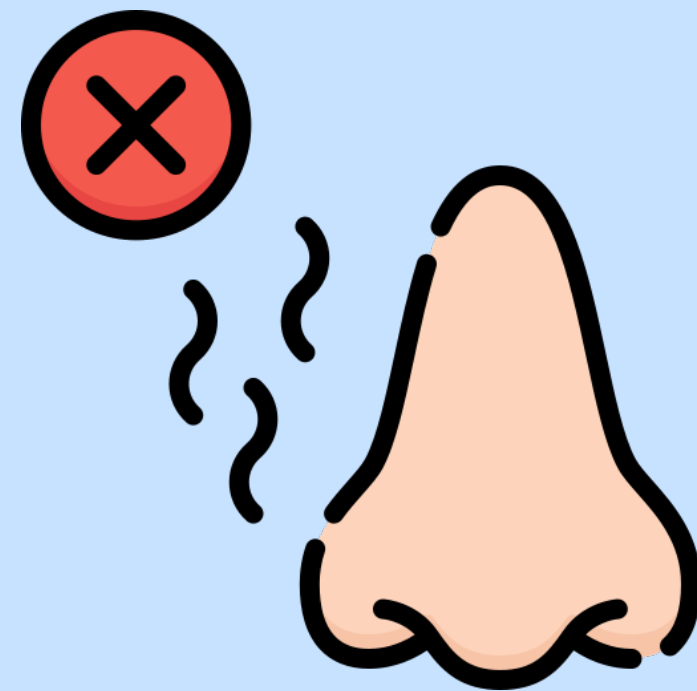
Making tradeoffs

Technical Judgement



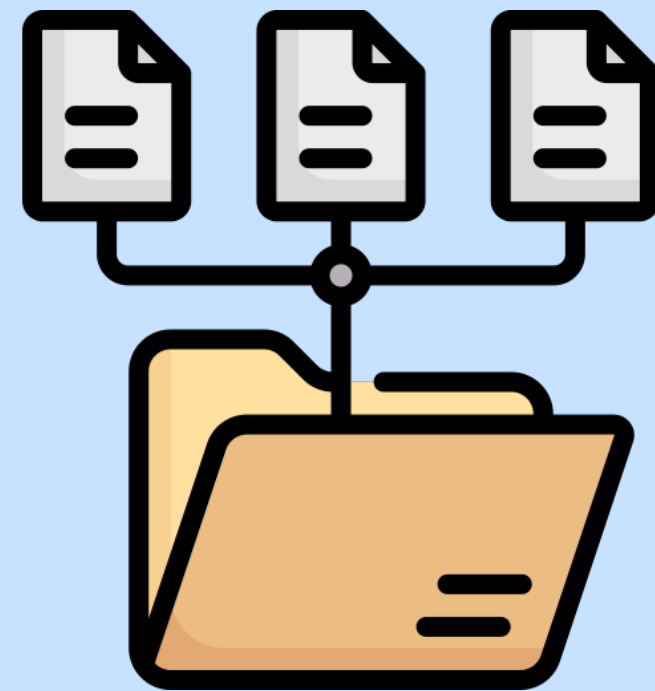
Spotting smells

Technical Judgement



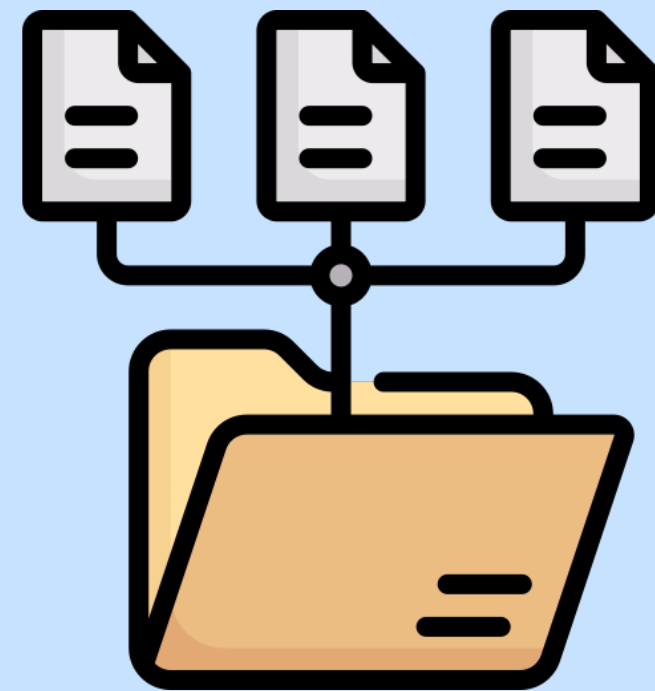
Spotting smells

Technical Judgement



Structuring Code

Technical Judgement



Structuring Code

Human Skills



Communication

Human Skills



Communication

Human Skills



Ownership

Human Skills



Ownership

Core skills still need space to grow

Core skills still need space to grow

New skills that everyone will need to
master



Think critically about
information.



Think critically about
information.



Prompt engineering



Prompt engineering



Verification & Validation Skills



Verification & Validation Skills



Verification & Validation Skills

We need to layer these skills on top of
our core skills

We need to layer these skills on top of
our core skills

Adapting our mentorship model



How we learned as juniors



How we learned as juniors



AI Changes the learning path



AI Changes the learning path



What this means for
engineering leaders



What this means for
engineering leaders



From answers to questions



From answers to questions



Always explain “Why?”



Always explain “Why?”



Expose the thought process



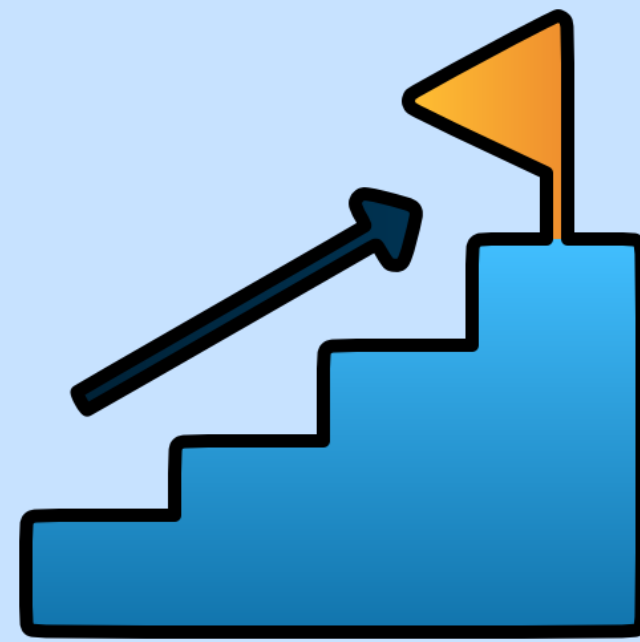
Expose the thought process



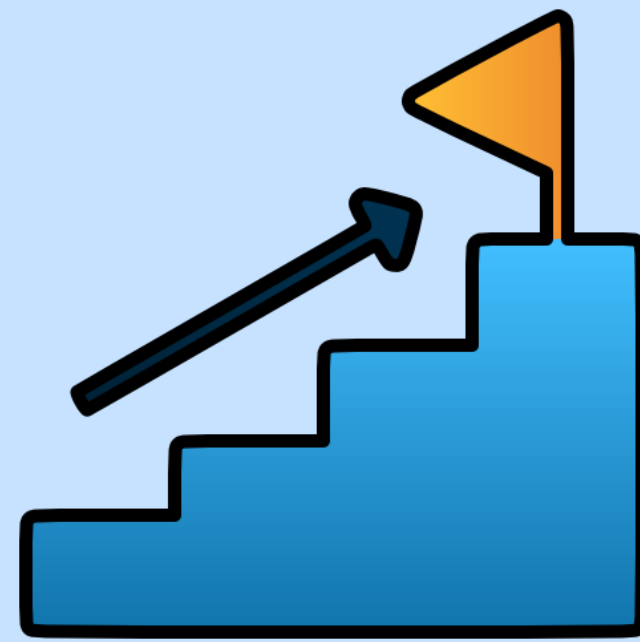
Expose the thought process



Give feedback on the thought process



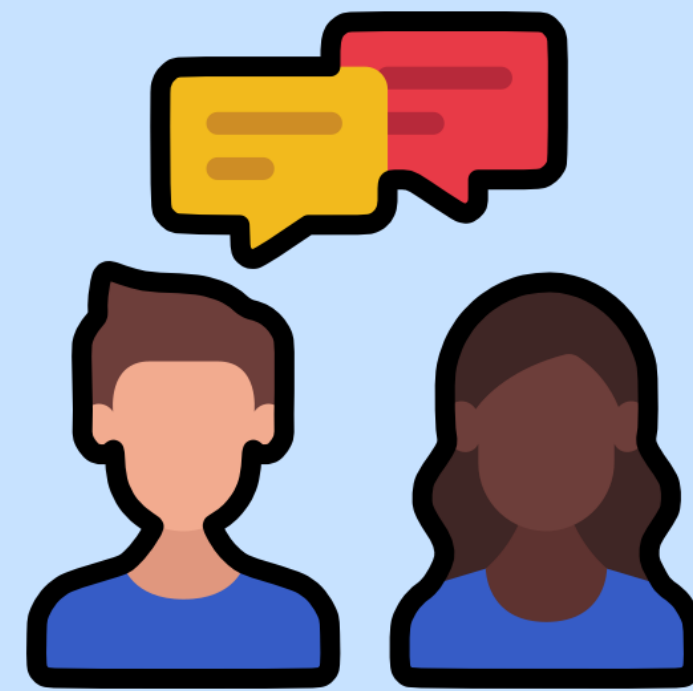
Scaling mentorship in the AI Era



Scaling mentorship in the AI Era



Group Mentoring



Peer mentoring



Reverse Mentoring



Reverse Mentoring



One to One Mentoring



One to One Mentoring



Mentorship is still human work



Mentorship is still human work



Mentors must keep learning too



Mentors must keep learning too



Feedback must remain human



Feedback must remain human



Feedback must remain human

From Mentorship to Measuring Growth

From Mentorship to Measuring Growth



What growth ladders reward



What growth ladders reward



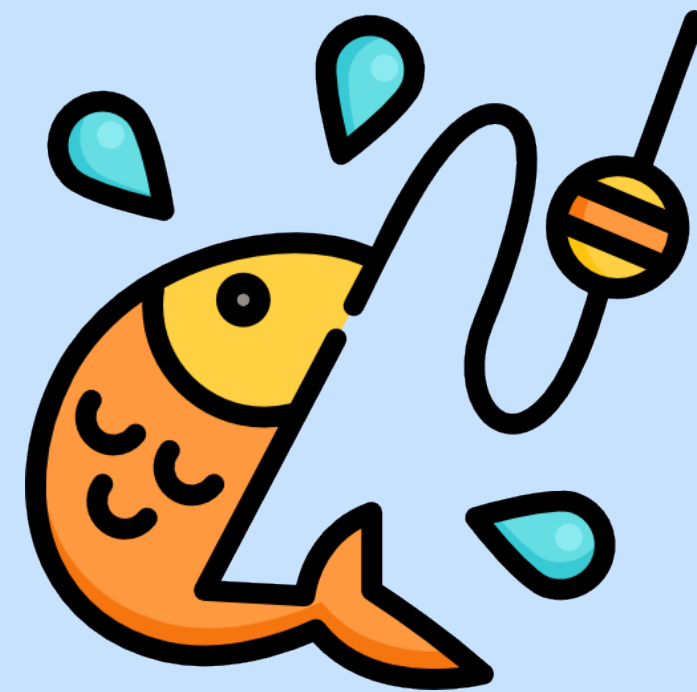
But Real Growth Isn't Just Doing More



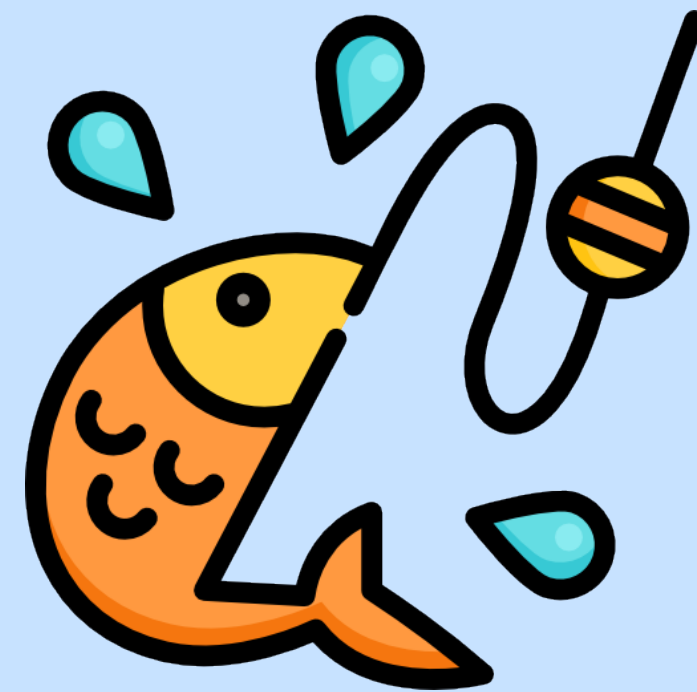
But Real Growth Isn't Just Doing More



But Real Growth Isn't Just Doing More



Surface the Depth, Judgment and Impact



Surface the Depth, Judgment and Impact



Make Readiness Visible



Make Readiness Visible



Assess With AI in Mind



Assess With AI in Mind

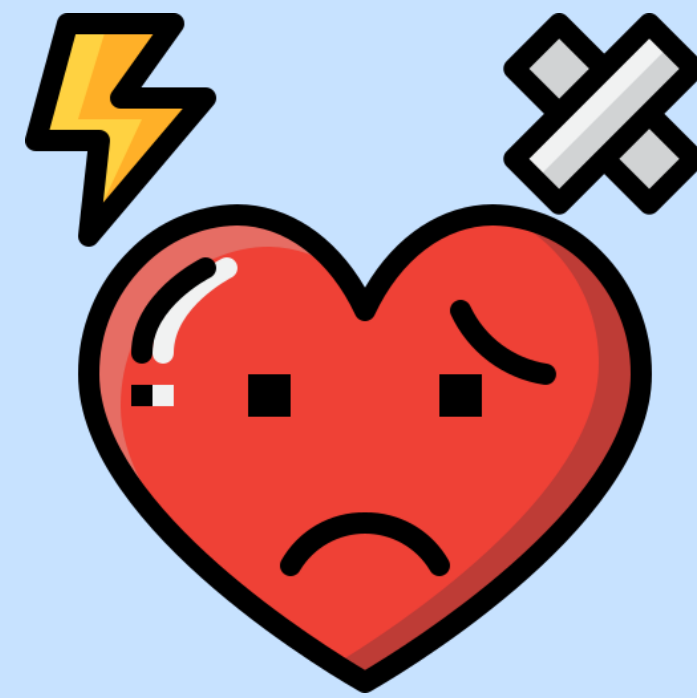
Progression in the AI Era is Human Work

Progression in the AI Era is Human Work

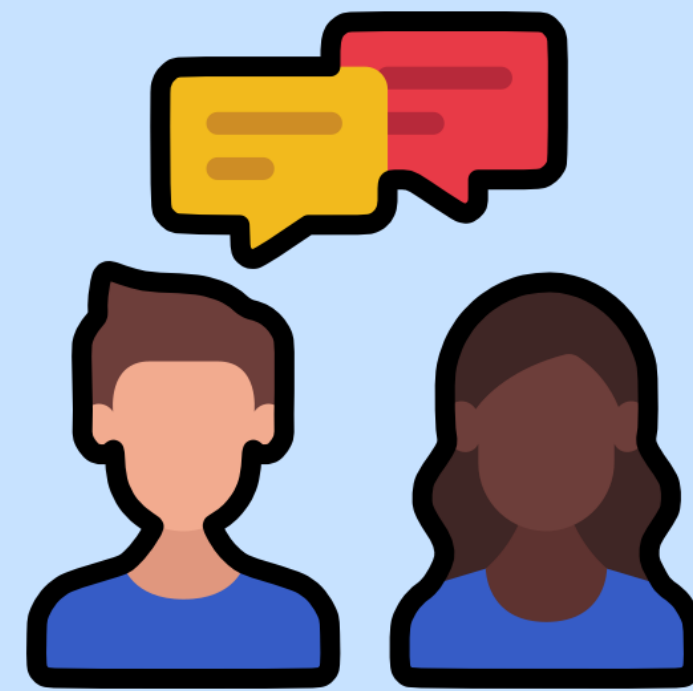
Takeaways & Closing



AI helps when it accelerates understanding



AI Hurts When It Hides Gaps



Mentorship Matters

**AI changes *how* engineers work
but not *what* great engineers do.**

**AI changes *how* engineers work
but not *what* great engineers do.**

**AI changes *how* engineers work
but not *what* great engineers do.**

**AI changes *how* engineers work
but not *what* great engineers do.**



Lets continue the
conversation at
office hours

Socials: jonathanfielding.com
Blog: www.jonathanfielding.com