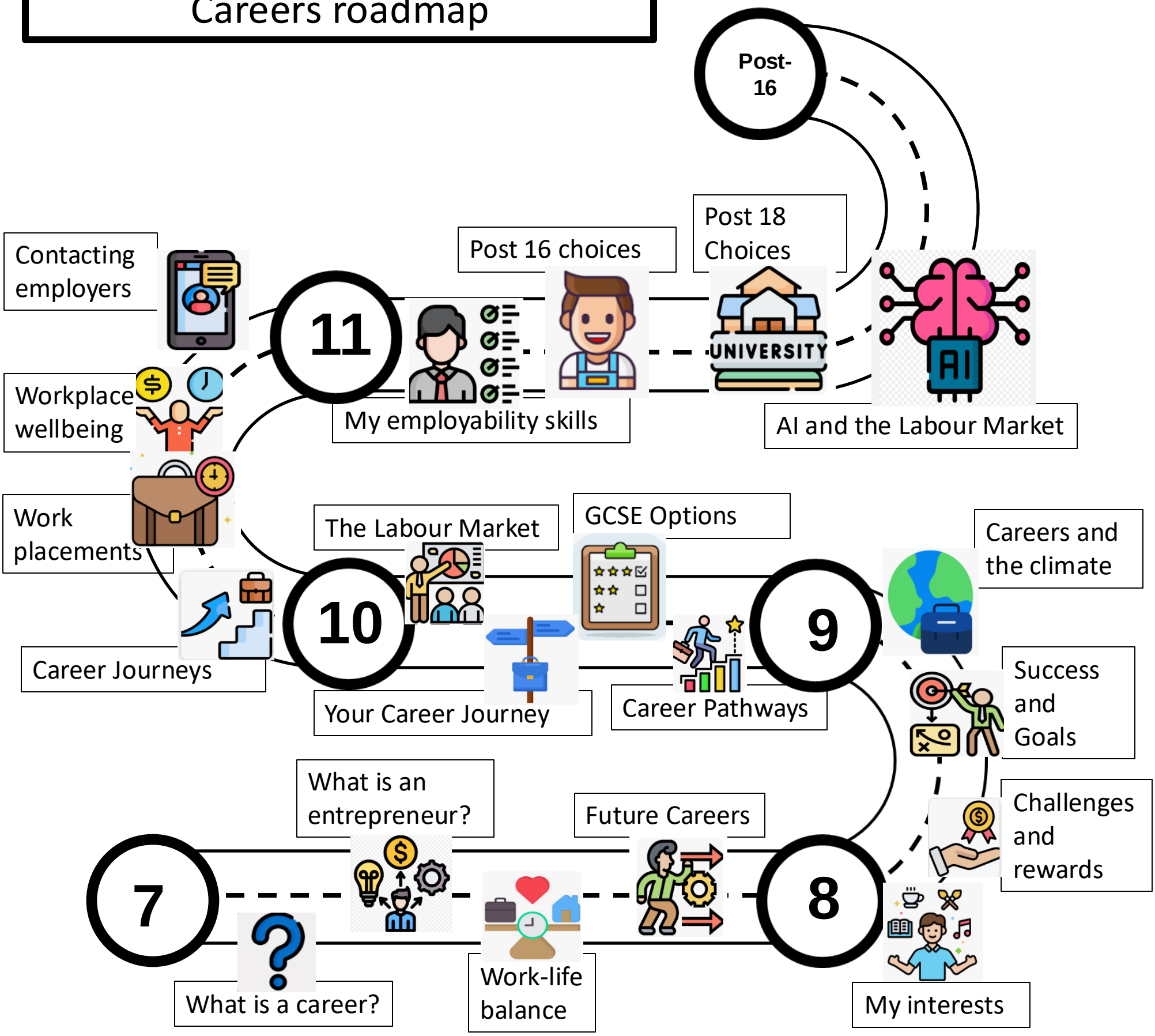Careers roadmap