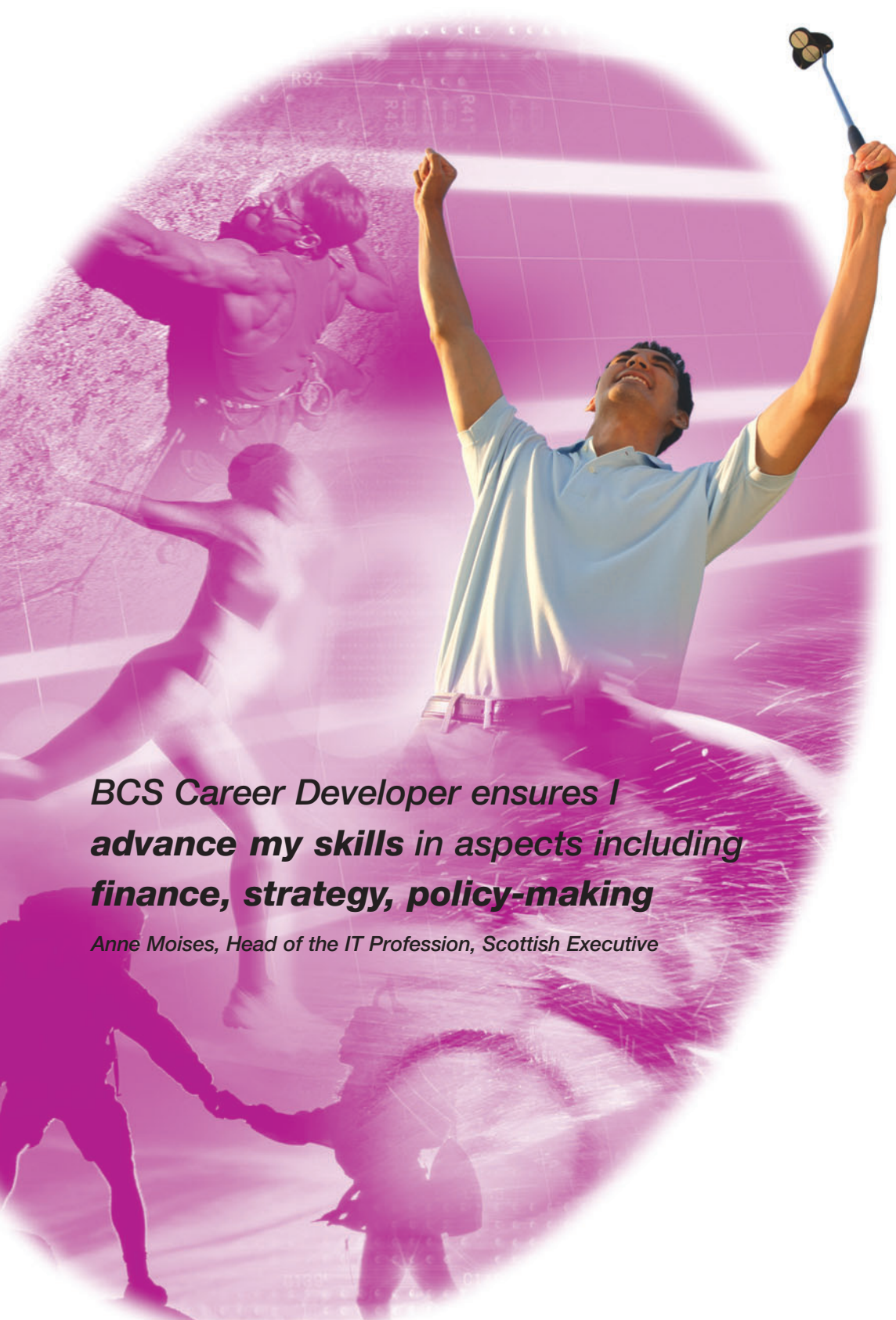


**Scottish Executive utilises
BCS Professional Development expertise**



***BCS Career Developer ensures I
advance my skills in aspects including
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Anne Moises, Head of the IT Profession, Scottish Executive

Scottish Executive utilises BCS Professional Development expertise



SCOTTISH EXECUTIVE

As the devolved government for Scotland, the Scottish Executive is responsible for most of the issues of day-to-day concern to the people of Scotland. It manages annual budgets of around £30 million and comprises of specialist departments, each with their own area of expertise. Scottish Executive's IT department is a central component of the organisation responsible for provision of IT services to internal staff and agencies.

As Head of the IT Profession for the Scottish Executive, Anne Moises has professional responsibility for around 400 ICT professionals. The department's responsibilities are diverse and so too, therefore, are the career opportunities it offers. "ICT is rarely about pure technical skills and qualifications any more," says Anne. "While they remain essential, our ICT team must now also have a solid understanding of the business issues that underlie their work; expanding the skills we need and career options even further".

The Scottish Executive IT department's learning and development manager Joyce Sturgeon takes up the story: "The Scottish Executive began working with BCS in 1994 to drive excellence in its ICT department. Now seeking a means to modernise a largely paper-based professional development scheme and a more effective method for planning the careers of well-rounded professionals, it contacted BCS again for a solution. The answer was Career Developer".

Career Developer creates job profiles and details all the skills – technical and business – the employee needs for best practice in his or her particular job function. It also helps construct career-path options, including five-year plans and the steps needed to achieve the goals. A critical component of

Career Developer is the SFIaplus IT skills, training and development standard. It enables clear benchmarking of both individuals and jobs, while providing detailed pointers to training and development resources.

"What's really attractive to staff throughout the organisation is that Career Developer gives a structure aligned with the ICT industry as a whole," says Joyce.

"Career Developer includes elements such as understanding the business context or being able to explain technical issues in a way that non-ICT staff can understand."

The Scottish Executive applies Career Developer to staff at all levels of their careers. "At senior management level, I still use it," says Anne. "Career Developer ensures I advance my skills in aspects including finance, strategy, policy-making and understanding the culture of the organisation to ensure I continue to do my job effectively."

In addition, the system highlights the skills needed to take advantage of opportunities in other departments so employees can request new challenges. "This is critical for staff retention, especially at times when there might not be opportunities for promotion," says Joyce. "Career Developer means we have a tool for ensuring staff stay interested and can further their skills in new areas."

"Career Developer ensures I advance my skills in aspects including finance, strategy, policy-making"

Anne Moises, Head of the IT Profession, Scottish Executive

Career Developer has reduced the time previously spent on cutting and pasting to construct paper-based development literature – and the benefits don't stop there. The web-hosted software solution means that users can update their profiles quickly as their careers develop, rather than wait until an update alert is issued, when they would then spend significantly longer keeping their records current. "We now no longer have to update our records in the office during the working day," says Anne. "We can simply log on when it is convenient - be that in the office, at home or on the move."

A further benefit is a more streamlined recruitment process. "When we advertise to fill a vacancy, Career Developer can tell us the skills we need to ensure the successful candidate has," says Joyce. "Career Developer is more than just an ICT system; it is a critical tool that helps us function effectively."

The Scottish Executive has now been using Career Developer for 18 months and has seen the ICT career best-practice it can bring. It now plans to extend this with additional initiatives with BCS. "At the Scottish Executive, we encourage professionalism at all levels," says Joyce. "We now plan to roll out BCS's group membership scheme for all ICT professionals within the organisation to ensure they have every opportunity to maintain and improve their skills for a rewarding career with us."

**For further information contact the BCS on:
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