



CITP Assessor Training: 3. Career Pathways

3. Career Pathways

BCS defines an IT Professional as someone who uses skills included in a recognised skills framework and places particular emphasis on the Skills Framework for the Information Age (SFIA www.sfia.org.uk). This framework includes 102 skills and Chartered IT Professional registration certifies registrants as “T” shaped professionals with:

- A **depth of specialist IT knowledge and skills**
- A **broad underpinning knowledge** and understanding of IT
- How they have applied both their **IT *skills and competence*** and their **business *skills and competence*** in a complex role or roles

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Assessing applicants for CITP according to their area of specialism

- IT Professionals applying for CITP will therefore present with a wide variety of knowledge which they will be applying in a variety of contexts.
- To ensure applicants are assessed according to their specialism BCS has arrived at a segmentation of the profession based on the skills within SFIA.
- When an applicant applies for CITP they indicate their area of specialism and given the opportunity to confirm their selection prior to booking their interview.

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The areas of specialism used are:

- Business Change
- Information Management and Security
- Learning and Development
- Portfolio, Programme and Project Management
- Sales and Marketing Service Management
- Solution Development and Implementation
- Strategy and Architecture
- Supply, Quality and Resource Management

Each is mapped to skills in SFIA. Details are available in the Guidance for Assessors – Assessing Applications for CITP.

You can find the list of SFIA skills with typical tasks and activities at <https://www.sfia-online.org/en/framework/sfia-7> . For CITP assessment you should refer to level 5

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Assessing an applicant within an area of specialism

Skills in SFIA are mapped to each area of specialism but no applicant will have knowledge or experience in using all the skills in a particular specialism.

Remember CITP is not awarded for competence in a defined area of specialism but for competence in delivering in roles in the IT profession at a level that demonstrates competence at the level set out in the CITP standard.

3. SFIA, Career Pathways

Without registering, you can browse the SFIA Framework online.

The screenshot shows the SFIA Foundation website. At the top, there is a navigation bar with the SFIA logo on the left and language options (English, Deutsch, Español, 日本語, 中文, العربية) and 'Log in Register' on the right. The main content area is titled 'How SFIA works' and includes a sub-header 'Reference and guide to SFIA version 7. Framework status: Current standard.' Below this, there is a paragraph stating 'At the core of SFIA is the descriptions of professional skills and generic attributes. These form SFIA's most valuable resource. This section describes how it all fits together to form a simple, yet powerful, and proven approach.' To the right of this text is a 'CONTENTS' box with links to 'SFIA's seven levels of responsibility', 'The generic attributes that characterise the levels of responsibility', 'Professional skills', 'Professional skills meet generic attributes', and 'Navigating the SFIA skills'. In the center, there is a table of the seven levels of responsibility, with Level 7 at the top and Level 1 at the bottom. To the left of the table, there is text explaining that the levels describe behaviours, values, knowledge and characteristics that an individual should have in order to be identified as competent at the level. To the right of the table, there is text stating that the levels are precisely written to be progressive, distinct and consistently described, and that each level is also labelled with a guiding phrase to summarise the level of responsibility. At the bottom, there is a section titled 'The generic attributes that characterise the levels of responsibility' with a list of attributes: Autonomy - Influence - Complexity - Knowledge - Business Skills.

English Deutsch Español 日本語 中文 العربية Log in Register

SFIA FOUNDATION

SFIA

The SFIA framework
SFIA 7
Skills at a glance
About SFIA
SFIA and skills management
How SFIA works
The context for SFIA
Levels of responsibility
Skills
A to Z skills list
Moving to SFIA 7
Using and licensing SFIA
Supporters and contributors
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Reference and guide to SFIA version 7. Framework status: Current standard.

How SFIA works

At the core of SFIA is the descriptions of professional skills and generic attributes. These form SFIA's most valuable resource. This section describes how it all fits together to form a simple, yet powerful, and proven approach.

SFIA's seven levels of responsibility

The backbone of SFIA is a common language to describe levels of responsibility across roles in all the professional disciplines represented in SFIA.

The SFIA Framework consists of seven levels of responsibility from Level 1, the lowest, to Level 7, the highest.

The levels describe the behaviours, values, knowledge and characteristics that an individual should have in order to be identified as competent at the level.

The levels are precisely written to be progressive, distinct and consistently described.

Each of the seven levels is also labelled with a guiding phrase to summarise the level of responsibility.

Level 7	Set strategy, inspire, mobilise
Level 6	Initiate, influence
Level 5	Ensure, advise
Level 4	Enable
Level 3	Apply
Level 2	Assist
Level 1	Follow

CONTENTS

- [SFIA's seven levels of responsibility](#)
- [The generic attributes that characterise the levels of responsibility](#)
- [Professional skills](#)
- [Professional skills meet generic attributes](#)
- [Navigating the SFIA skills](#)

The generic attributes that characterise the levels of responsibility

The levels of responsibility are characterised by a number of generic attributes: Autonomy - Influence - Complexity - Knowledge - Business Skills

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The following slides highlight different IT areas and illustrates career paths and characteristics.

They have not been included to demonstrate the career path to CITP.

They are intended only as a guide to different levels and to indicate where CITP sits within a career path in the context only of BCS' different offerings.

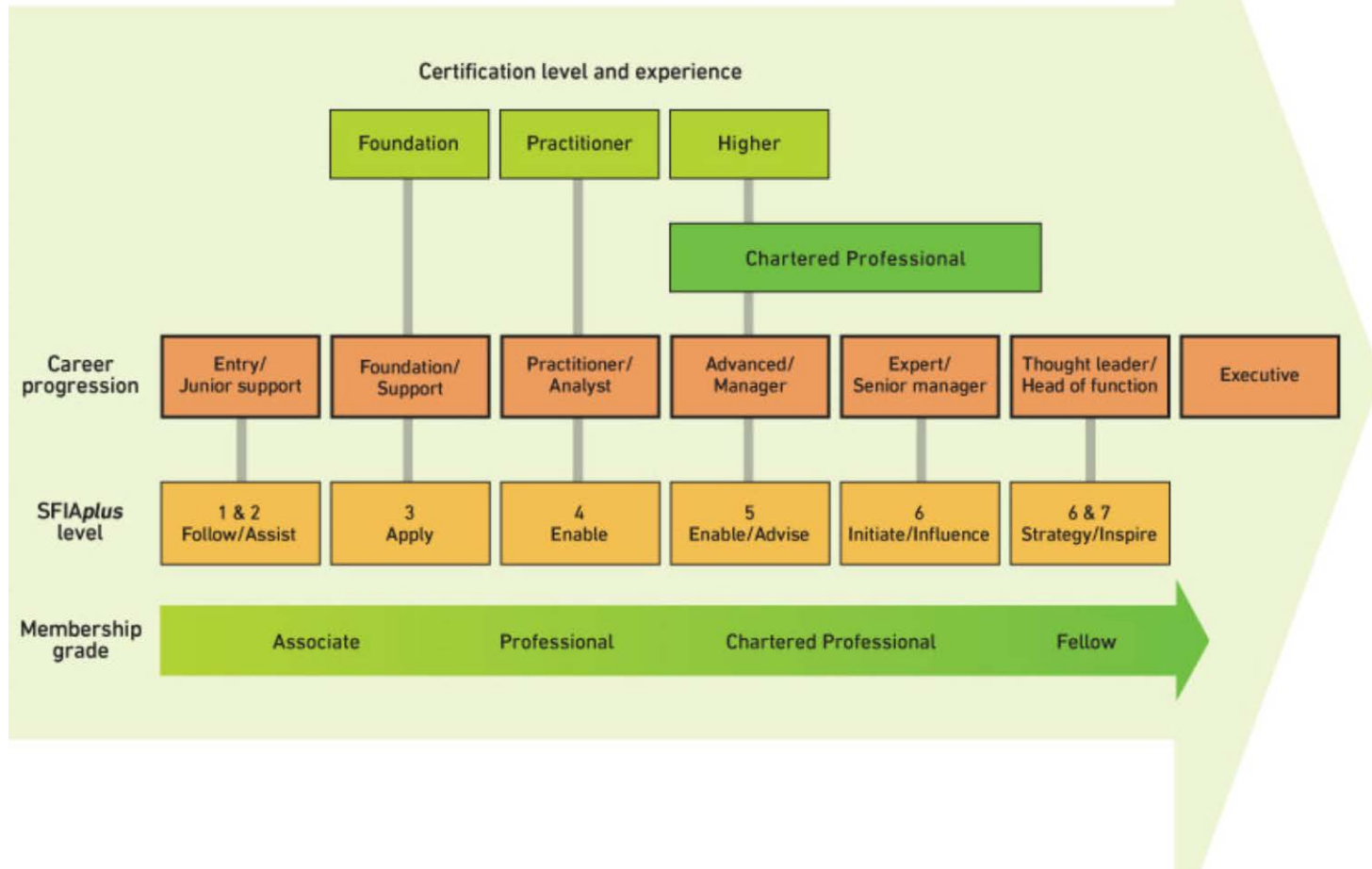
There are many different routes to CITP and it is important to be aware of this when you are assessing an applicant's evidence.

Take note of the typical

- Experience levels
- Responsibility levels
- Complexity needed
- Nature of CPD

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Where CITP sits within the BCS qualifications/membership model



3. SFIA, Career Pathways

IT governance and information security career path

This career path illustrates the potential career progression you can make in IT governance and information security. It recognises the importance of certification and experience, and provides a high level alignment with SFIAplus and the Institute's membership grades. This diagram summarises the characteristics and development needs that support your career in IT governance and information security. For a more detailed career path visit www.bcs.org/infosecurity



3. SFIA, Career Pathways

Project management career path

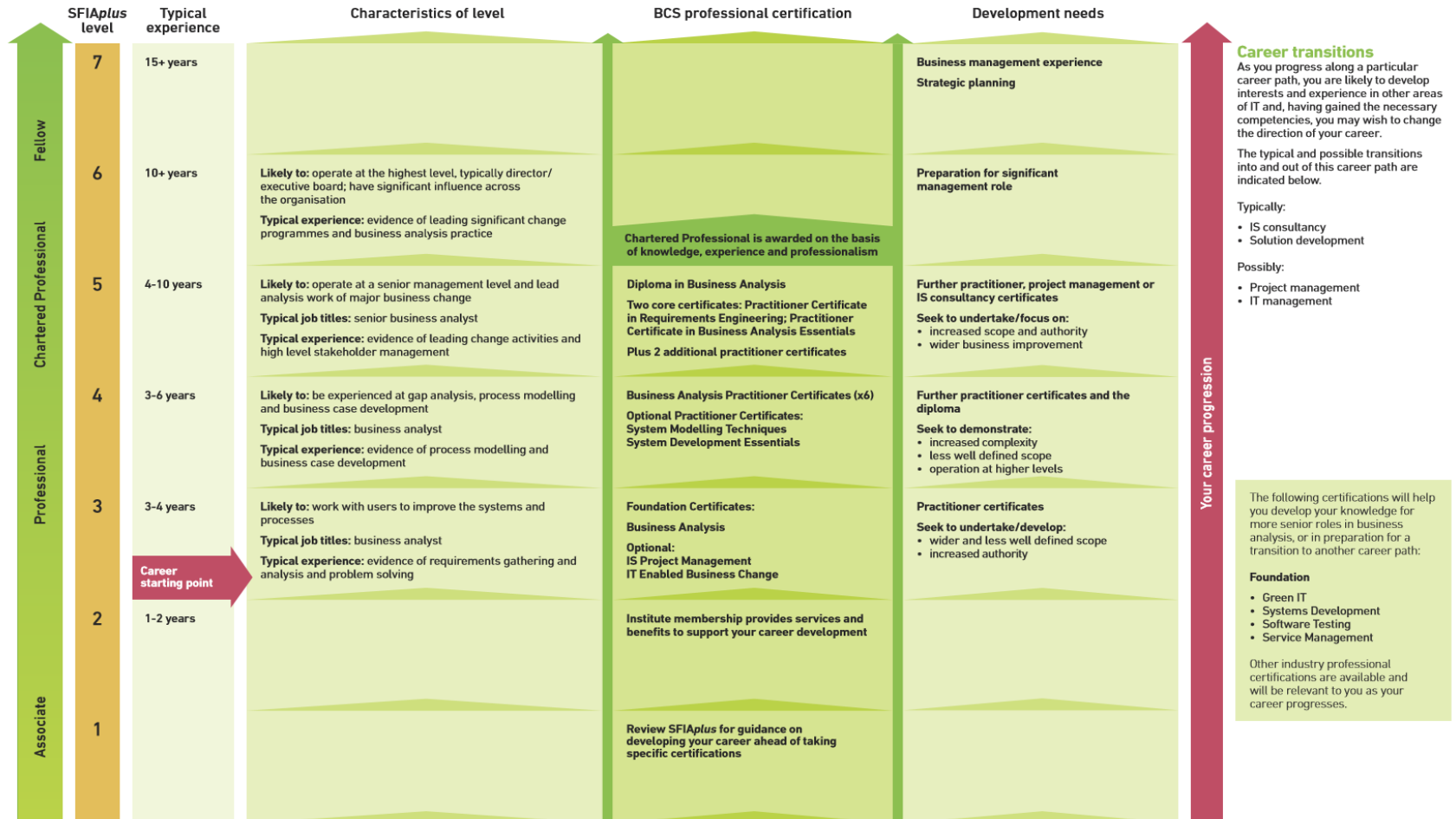
This career path illustrates the potential career progression you can make in project management. It recognises the importance of certification and experience, and provides a high level alignment with SFIAplus and the Institute's membership grades. This diagram summarises the characteristics and development needs that support your career in project management. For a more detailed career path visit www.bcs.org/projectmgt



3. SFIA, Career Pathways

Business analysis career path

This career path illustrates the potential career progression you can make in business analysis. It recognises the importance of certification and experience, and provides a high level alignment with SFIAplus and the Institute's membership grades. This diagram summarises the characteristics and development needs that support your career in business analysis. For a more detailed career path visit www.bcs.org/businessanalysis



3. SFIA, Career Pathways

Solution development and architecture career path

This career path illustrates the potential career progression you can make in solution development and architecture. It recognises the importance of certification and experience, and provides a high level alignment with SFIAplus and the Institute's membership grades. This diagram summarises the characteristics and development needs that support your career in solution development and architecture. For a more detailed career path visit www.bcs.org/solutiondev



3. SFIA, Career Pathways

Software testing career path

This career path illustrates the potential career progression you can make in software testing. It recognises the importance of certification and experience, and provides a high level alignment with SFIAplus and the Institute's membership grades. This diagram summarises the characteristics and development needs that support your career in software testing. For a more detailed career path visit www.bcs.org/softwaretesting



The following certification will help you develop your knowledge for more senior roles in software testing, or in preparation for a transition to another career path:

Foundation

- Green IT
- Information Security Management Principles
- Project Management
- Business Analysis
- Systems Development
- Agile

Other industry professional certification is available and will be relevant to you as your career progresses.

3. SFIA, Career Pathways

IS consultancy career path

This career path illustrates the potential career progression you can make in IS consultancy. It recognises the importance of certification and experience, and provides a high level alignment with SFIAplus and the Institute's membership grades. This diagram summarises the characteristics and development needs that support your career in IS consultancy. For a more detailed career path visit www.bcs.org/isconsultancy

