

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

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.

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.

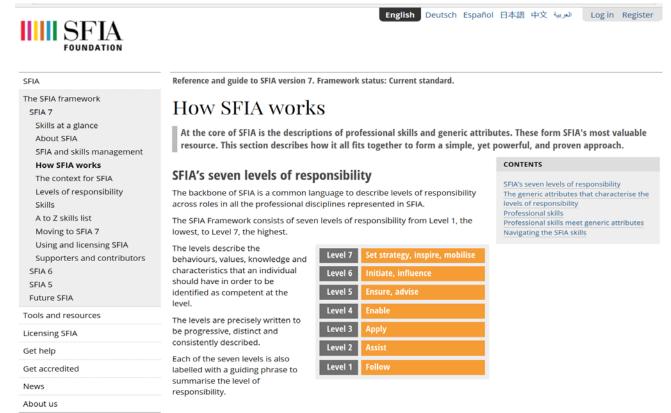
You can find the list of SFIA skills with typical tasks and activities at https://www.sfia-online.org/en/framework/sfia-7. For CITP assessment you should refer to level 5

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.

Without registering, you can browse the SFIA Framework online.



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 - Rusiness Skills.

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.

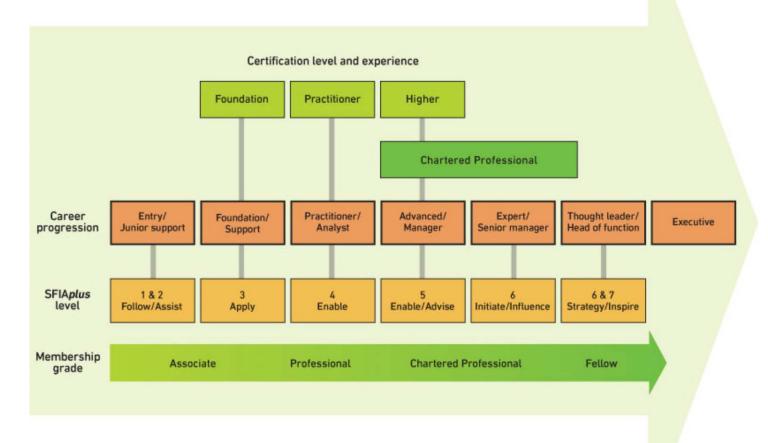
They are intended only as a guide to different levels and to indicate where CITP sits within a career path in the context only of BCS' different offerings.

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

Where CITP sits within the BCS qualifications/membership model



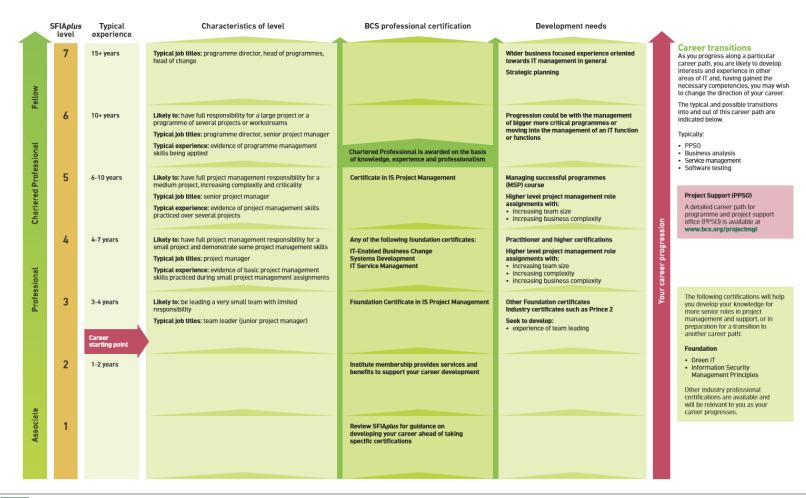
IT governance and information security career path

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 SFIA**plus** 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**

	SFIA <i>plus</i> level	Typical experience	Characteristics of level	BCS professional certification	Development needs	
Fellow	7	15+ years			Business management experience Strategic planning	Career transitions As you progress along a particular career path, you are likely to develop interests and experience in other areas of IT and, having gained the necessary competencies, you may wish to change the direction of your career.
Fel	6	10+ years	Likely to: have full responsibility for security within an organisation		Preparation for significant IT management role	The typical and possible transitions into and out of this career path are indicated below.
essional			Typical job titles: chief information security manager Typical experience: evidence of operating at the highest level with full security responsibility	Chartered Professional is awarded on the basis of knowledge, experience and professionalism		Typically: • Service management • Project management • Solution development
Chartered Professional	5	6-10 years	Likely to: manage the organisational security functions, train others and also conduct in-depth security investigations Typical job titles: IS manager, senior security architect Typical experience: evidence of managing an organisations' information security function		Further practitioner and industry certifications Seek higher level security roles: take full organisational responsibility operate with higher level stakeholders	Possibly: • Software testing
sional	4	4-7 years	Likely to: design and define security operations, review security practices and conduct minor security investigations Typical job titles: security architect, business continuity architect Typical experience: evidence of defining organisational security practices	Practitioner level certifications as appropriate. These could include: Freedom of Information Data Protection Information Risk Management Business Continuity Management	Further practitioner courses and industry certifications to gain breadth and depth Seek higher level security roles: wider remit increased authority team management	The following certifications will help you develop your knowledge for
Professional	3	3-4 years Career starting point	Likely to: carry out security activities in accordance with company procedures Typical job titles: security engineer Typical experience: evidence of applying organisational security practices and security awareness as a whole	Foundation Certificate in Information Security Management Principles	BCS practitioner certifications Other industry security certifications Seek higher level security roles: • other security areas • increased responsibility and authority	The following certifications will help you develop your knowledge for more senior roles in IT governance and information security, or in preparation for a transition to another career path: Foundation
ate	2	1-2 years		Institute membership provides services and benefits to support your career development		Green IT Project Management Solution Development Software Testing Other industry professional certifications are available and will be relevant to you as your career progresses.
Associate	1			Review SFIA <i>plus</i> for guidance on developing your career ahead of taking specific certifications		

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



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

	SFIA <i>plus</i> level	Typical experience	Characteristics of level	BCS professional certification	Development needs
W	7	15+ years			Business management experience Strategic planning
Fellow	6	10+ years	Likely to: operate at the highest level, typically director/ executive board; have significant influence across the organisation Typical experience: evidence of leading significant change		Preparation for significant management role
ssional			programmes and business analysis practice	Chartered Professional is awarded on the basis of knowledge, experience and professionalism	
Chartered Professional	5	4-10 years	Likely to: operate at a senior management level and lead analysis work of major business change Typical job titles: senior business analyst Typical experience: evidence of leading change activities and high level stakeholder management	Diploma in Business Analysis Two core certificates: Practitioner Certificate in Requirements Engineering: Practitioner Certificate in Business Analysis Essentials Plus 2 additional practitioner certificates	Further practitioner, project management or IS consultancy certificates Seek to undertake/focus on: increased scope and authority wider business improvement
Professional	4	3-6 years	Likely to: be experienced at gap analysis, process modelling and business case development Typical job titles: business analyst Typical experience: evidence of process modelling and business case development	Business Analysis Practitioner Certificates (x6) Optional Practitioner Certificates: System Modelling Techniques System Development Essentials	Further practitioner certificates and the diploma Seek to demonstrate: increased complexity less well defined scope operation at higher levels
Profes	3	3-4 years Career starting point	Likely to: work with users to improve the systems and processes Typical job titles: business analyst Typical experience: evidence of requirements gathering and analysis and problem solving	Foundation Certificates: Business Analysis Optional: IS Project Management IT Enabled Business Change	Practitioner certificates Seek to undertake/develop: • wider and less well defined scope • increased authority
	2	1-2 years		Institute membership provides services and benefits to support your career development	
Associate	1			Review SFIA <i>plus</i> for guidance on developing your career ahead of taking specific certifications	

Career transitions

As you progress along a particular career path, you are likely to develop interests and experience in other areas of IT and, having gained the necessary competencies, you may wish to change the direction of your career.

The typical and possible transitions into and out of this career path are indicated below.

Typically:

- · IS consultancy
- Solution development

Possibly:

- · Project management
- IT management

The following certifications will help you develop your knowledge for more senior roles in business analysis, or in preparation for a transition to another career path:

Foundation

- Green IT
- · Systems Development Software Testing
- Service Management

Other industry professional certifications are available and will be relevant to you as your career progresses.

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

	9	SFIA <i>plus</i> level	Typical experience	Characteristics of level	BCS professional certification	Development needs	
Fellow		7	15+ years	Likely to: run a department of developers Typical job titles: systems development/engineering manager		Business management experience Strategic planning	Career transitions As you progress along a particular career path, you are likely to develop interests and experience in other areas of IT and, having gained the necessary competencies, you may wish to change the direction of your career.
-F		6	10+ years	Likely to: lead the development of a product line and be a technology expert		Preparation for significant IT management role	The typical and possible transitions into and out of this career path are indicated below.
ssional				Typical job titles: chief programmer, lead developer Typical experience: evidence of leading a solution development operation	Chartered Professional is awarded on the basis of knowledge, experience and professionalism	Continued technology lead	Typically: Project management Business analysis Software testing If service management
Chartered Professional		5	4-10 years	Likely to: be recognised as a development expert that others seek advice from Typical job titles: principal developer Typical experience:: evidence of significant system design and leading development teams	Diploma in Solution Development: Practitioner Certificate in Systems Development Essentials Practitioner Certificate in Systems Modelling Plus 2 additional practitioner certifications	Seek to demonstrate: increased responsibility and authority increased project management improved soft and consulting skills When appropriate, Chartered status should be progressed	Possibly: • IS consultancy
Professional		4	3-6 years	Likely to: be a fully effective developer and lead a small team of developers Typical job titles: senior developer/programmer, designer Typical experience: evidence of significant design tasks and in-depth technology knowledge	Solution Development Practitioner Certificates (x5) Optional: Business Analysis Essentials	Further practitioner certifications Diploma in systems development Seek to undertake: • more challenging work • responsibility for full development cycle • increased breadth of responsibility	The following certifications will
Profes		3	3-4 years	Likely to: perform development tasks with minimal supervision Typical job titles: developer, programmer Typical experience: evidence of development cycle application and requirements management	Foundation Certificate in Systems Development	Practitioner and Intermediate certificates Seek to demonstrate: • increased challenge • increased design focus • automomous work	help you develop your knowledge for more senior roles in solution development and architecture, or in preparation for a transition to another career path: Foundation • Green IT
		2	1-2 years	Likely to: perform routine tasks in accordance with organisational practices Typical experience: evidence of development tasks, documentation authoring	Institute membership provides services and benefits to support your career development	Foundation in systems development Seek to demonstrate: - competence with organisational practices - competence with organisational technology	Information Security Management Principles Project Management Business Analysis Software Testing Other industry professional
Associate		1		Likely to: perform straightforward tasks under close supervision	Review SFIA <i>plus</i> for guidance on developing your career ahead of taking specific certifications	Seek to become fully effective at following organisational practices	certifications are available and will be relevant to you as your career progresses.
			Career starting point				

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

		SFIA <i>plus</i> level	Typical experience	Characteristics of level	BCS professional certification	Development needs		
	Fellow	7	15+ years			Business management experience Strategic planning		Career transitions As you progress along a particular career path, you are likely to develop interests and experience in other areas of IT and, having gained the necessary competencies, you may wish to change the direction of your career.
	표	6	10+ years	Likely to: manage testing on a significant project Typical job titles: test centre manager, test manager		Preparation for significant IT management role		The typical and possible transitions into and out of this career path are indicated below.
	ssional			or test consultant Typical experience: evidence of managing a test centre	Chartered Professional is awarded on the basis of knowledge, experience and professionalism			Typically: - Solution development - IT service management - Business analysis
	Chartered Professional	5	6-10 years	Likely to: manage a team of testers or test function on a complex project; be viewed as a test expert Typical job titles: test manager Typical experience: evidence of in-depth testing knowledge	ISTQB-BCS Advanced Certificates: Test Analyst Test Manager Technical Test Analyst	Seek to undertake: Increased responsibility and authority management of an organisation's test centre increased project management When appropriate, Chartered status should be progressed	ion	
	sional	4	4-7 years	Likely to: define and document test strategies and processes; manage a small test team Typical job titles: senior system test analyst Typical experience: evidence of significant test design experience and test planning	Intermediate Certificate in Software Testing Optional: Practitioner Certificate in Requirements Engineering	Further practitioner certification Advanced certificates in software testing Seek to undertake: • leadership of larger test teams • significant test strategies • improvement of organisation's test capability	career progression	
	Professional	3	3-4 years	Likely to: create, run and analyse tests from requirements; train other testers Typical job titles: senior test analyst Typical experience: evidence of requirements management; test strategy understanding	ISTQB-BCS Certified Tester Foundation Level (CTFL) ISTQB-BCS CTFL Agile Tester Extension	Intermediate certificates Seek to undertake: • leadership of a small test team • definition of test strategies • consider development of agile skills	Your	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
		2	1-2 years	Likely to: run tests and generate reports Typical job titles: test analyst Typical experience: evidence of following and executing organisational test processes	Institute membership provides services and benefits to support your career development	ISTQB-BCS CTFL ISTQB-BCS CTFL Agile Tester Extension Seek to demonstrate: • competence with organisation practices • competence with using test tools		Management Principles Project Management Business Analysis Systems Development Agile
	Associate	1	career starting point		Review SFIAplus for guidance on developing your career ahead of taking specific certification	management of defects		Other industry professional certification is available and will be relevant to you as your career progresses.
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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

	SFIA <i>plus</i> level	Typical experience	Characteristics of level	BCS professional certification	Development needs
Fellow	7	15+ years	Likely to: be recognised as an industry expert in their specialism Typical experience: several high-level consultancy assignments, operating at the highest level typically director/executive board level		Wider business focused experience oriented towards IS management in general Communication of the potential impact of emerging technologies and risk analysis Strategic planning
	6	10+ years	Likely to: provide consultancy within a strong business context and demonstrate wider business acumen Typical job titles: principal / senior consultant Typical experience: leading consultancy assignments,		Seek to develop: • wider business experience • strategic management and leadership skills • strong relationships with customers and industry leaders
fessiona	_		operating at the highest level typically board level	Chartered Professional is awarded on the basis of knowledge, experience and professionalism	
Chartered Professional	5	6-10 years	Likely to: have considerable breadth of experience in at least one specialism, have strong communication and soft skills Typical job titles: senior consultant / consultant Typical experience: evidence of assignment management skills practiced over several consultancy assignments	Certificate in IS Consultancy Practice	Seek to develop: public presentations / White Papers soft skills increasingly influential assignments business focussed assignments contributions to the formulation of strategies
Professional	4	3-7 years Career starting point	Likely to: have considerable breadth of experience in at least one specialism, have strong communication and soft skills Typical job titles: consultant Typical experience: evidence of consultancy assignments operating at starting level	Certificate in IS Consultancy Essentials Develop a specialism within IS and undertake various Practitioner level certificates as appropriate from the Institutes portfolio	Seek to develop: proposals for consultancy assignments communication, negotiation and conflict management skills specialist knowledge within IS understanding of financial impacts
Profes	3	2-3 years		Typically to progress you will need to gain a broad experience in other areas of IS such as: Business analysis Solution development Service management Green IT	, and the second
Φ	2	1-2 years		Institute membership provides services and benefits to support your career development	
Associate	1			Review SFIA <i>plus</i> for guidance on developing your career ahead of taking specific certifications	

Career transitions

As you progress along a particular career path, you are likely to develop interests and experience in other areas of IT and, having gained the necessary competencies, you may wish to change the direction of your career.

The typical and possible transitions into and out of this career path are indicated below.

Possible:

- · Business analysis
- Solution development
- Software testing
- · Service management
- Information security

The following certifications will help you develop your knowledge for more senior roles in IS consultancy, or in preparation for a transition to another career path:

Foundation

- Green IT
- · Information Security
- Management Principles
- Business Analysis
- · Systems Development

Other industry professional certifications are available and will be relevant to you as your career progresses.