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# Fellowship and Chartered Status in the Chartered Institute for IT

Keith Taylor

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# About me

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- I worked for IBM most of my life as a designer, technical specialist, and product planner
- I am a CITP, Chartered Engineer, and a Fellow of the BCS
- Having retired from IBM, I do voluntary work for the BCS reviewing and interviewing Engineering Council and Fellowship applicants.
- I have also worked on appeals panels and in other membership roles, and as an awards judge
- I am also on the Hampshire Branch committee



# Personal Development

The following qualities are the sorts of things we look for in people working in Information Technology:

- Technical skills
- Autonomy
- Professionalism

- Good communication
- Business awareness
- Influence

- Innovation
- Leadership
- Eminence

- Membership level  
**MBCS**
- Chartered level  
**CITP**  
**I. Eng.**  
**C. Eng.**
- Fellowship level  
**FBCS**



SFIA= Skills Framework for the Information Age  
or the equivalent in the European Competence Framework

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# History of BCS Professional Membership

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- Until about 1967, anyone working in computers could be a member of the BCS
- Then the BCS introduced a requirement to have a degree in maths or computer science to be a Member
- You could also pass BCS exams (Parts 1 and 2)
- During the 1970's and 80's rules were gradually relaxed to allow members with only IT experience (but no exams) to become Members
- This left a need to re-introduce a “Chartered” status with some sort of test or evaluation

# MBCS Criteria

MBCS

Professional  
Approach

Working in IT at  
SFIA Level 4 or  
above

SFIA= Skills Framework for the  
Information Age

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# Benefits of Professional Registration

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- Demonstration of a professional attitude valued by employers and customers
- Improved career prospects and employability, with higher earning potential
- Evidence of expertise in your field
- International recognition of competence and commitment
- Greater influence within the industry
- Recognition as a countersignatory as an IT Professional
- Enhanced status leading to higher self-esteem

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# What is SFIA ?

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The *Skills Framework for the Information Age* (SFIA) provides a common reference model for the identification of the skills needed in Information Technology

## The SFIA Foundation:

BCS – Chartered Institute for IT

E-skills UK - Sector Skill Council for IT and Telecoms.

IET – Institute of Engineering and Technology

IMIS – Institute for the Management of Information Systems

*it*SMF UK – IT Service Management Forum

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# SFI*Aplus* version 7

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The aim of the framework is to create a common language to benchmark IT competences and develop IT professionals.

SFI*Aplus* v7 is latest version of the BCS's extended version of SFIA

It can be accessed by signed-on BCS members via the web at [www.bcs.org.uk](http://www.bcs.org.uk)

- 102 Skills
- Seven generic Levels
- 394 Tasks (a Skill operating at a level) which identify Work Activities that an IT professional (or practitioner) needs to be competent in



# The IT Profession – Skills for the Information Age

## CITP Specialisms

- Strategy and architecture
- Change and transformation
- Development and implementation
- Delivery and operation
- Skills and quality
- Relationships and engagement

Strategy and architecture									
Information strategy	<a href="#">Enterprise IT governance</a>	GOVN				5	6	7	
	<a href="#">Strategic planning</a>	ITSP				5	6	7	
	<a href="#">Information governance</a>	IRMG			4	5	6	7	
	<a href="#">Information systems coordination</a>	ISCO					6	7	
	<a href="#">Information security</a>	SCTY		3	4	5	6	7	
	<a href="#">Information assurance</a>	INAS					5	6	7
	<a href="#">Analytics</a>	INAN		3	4	5	6	7	
	<a href="#">Data visualisation</a>	VISL			4	5			
	<a href="#">Information content publishing</a>	ICPM	1	2	3	4	5	6	
Advice and guidance	<a href="#">Consultancy</a>	CNSL				5	6	7	
	<a href="#">Specialist advice</a>	TECH			4	5	6		
Business strategy and planning	<a href="#">Demand management</a>	DEMM				5	6		
	<a href="#">IT management</a>	ITMS				5	6	7	
	<a href="#">Financial management</a>	FMIT			4	5	6	7	
	<a href="#">Innovation</a>	INOV				5	6	7	
	<a href="#">Research</a>	RSCH	2	3	4	5	6	7	
	<a href="#">Business process improvement</a>	BPRE				5	6	7	
	<a href="#">Knowledge management</a>	KNOW	2	3	4	5	6	7	
	<a href="#">Enterprise and business architecture</a>	STPL				5	6	7	
	<a href="#">Business risk management</a>	BURM			4	5	6	7	
	<a href="#">Sustainability</a>	SUST			4	5	6		
	Technical strategy and planning	<a href="#">Emerging technology monitoring</a>	EMRG			4	5	6	
		<a href="#">Continuity management</a>	COPL			4	5		
		<a href="#">Network planning</a>	NTPL			4	5	6	
<a href="#">Solution architecture</a>		ARCH			4	5	6		
<a href="#">Data management</a>		DATM	2	3	4	5	6		
<a href="#">Methods and tools</a>		METL			3	4	5	6	
Change and transformation									
Business change implementation	<a href="#">Portfolio management</a>	POMG				5	6	7	
	<a href="#">Programme management</a>	PGMG					6	7	
	<a href="#">Project management</a>	PRMG				4	5	6	7
	<a href="#">Portfolio, programme and project support</a>	PROF	2	3	4	5	6		
Business change management	<a href="#">Business analysis</a>	BUAN			3	4	5	6	
	<a href="#">Business modelling</a>	BSMO	2	3	4	5	6		

102 skills

7 levels

# Change and transformation Specialism

## Change and transformation

Business change implementation	<u>Portfolio management</u>	POMG
	<u>Programme management</u>	PGMG
	<u>Project management</u>	PRMG
	<u>Portfolio, programme and project support</u>	PROF
Business change management	<u>Business analysis</u>	BUAN
	<u>Business modelling</u>	BSMO
	<u>Requirements definition and management</u>	REQM
	<u>Organisational capability development</u>	OCDV
	<u>Organisation design and implementation</u>	ORDI
	<u>Change implementation planning and management</u>	CIPM
	<u>Business process testing</u>	BPTS
	<u>Benefits management</u>	BENM

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# SFI*Aplus* skill codes

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SFI*Aplus* defines 102 skill codes divided into ...

17 sub-categories and

6 categories (which are the CITP specialisms)

Skills do not normally span all levels 1-7

Only one (IT operator) does not reach level 5

These skill codes should include all those working in IT

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# SFI*Aplus* levels

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SFI*Aplus* defines seven levels of competency from 1 (very junior) to 7 (very senior)

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

To obtain CITP (and other professional registrations), you need to be working at level 5 or above.

For Fellowship, you need to be at level 6 or 7

# Level 5 competencies

## Framework Proficiency



### Autonomy

Works under broad direction. Work is often self-initiated. Is fully responsible for meeting allocated technical and/or project/supervisory objectives. Establishes milestones and has a significant role in the assignment of tasks and/or responsibilities.



### Influence

Influences organisation, customers, suppliers, partners and peers on the contribution of own specialism. Builds appropriate and effective business relationships. Makes decisions which impact the success of assigned work, i.e. results, deadlines and budget. Has significant influence over the allocation and management of resources appropriate to given assignments. Leads on user/customer collaboration throughout all stages of work. Ensures users' needs are met consistently through each work stage.



### Complexity

Performs an extensive range and variety of complex technical and/or professional work activities. Undertakes work which requires the application of fundamental principles in a wide and often unpredictable range of contexts. Understands the relationship between own specialism and wider customer/organisational requirements.



### Knowledge

Is fully familiar with recognised industry bodies of knowledge both generic and specific. Actively seeks out new knowledge for own personal development and the mentoring or coaching of others. Develops a wider breadth of knowledge across the industry or business. Applies knowledge to help to define the standards which others will apply.



### Business Skills

Demonstrates leadership. Communicates effectively, both formally and informally. Facilitates collaboration between stakeholders who have diverse objectives. Analyses, designs, plans, executes and evaluates work to time, cost and quality targets. Analyses requirements and advises on scope and options for continuous operational improvement. Takes all requirements into account when making proposals. Demonstrates creativity, innovation and ethical thinking in applying solutions for the benefit of the customer/stakeholder. Advises on the available standards, methods, tools and applications relevant to own specialism and can make appropriate choices from alternatives. Maintains an awareness of developments in the industry. Takes initiative to keep skills up to date. Mentors colleagues. Assesses and evaluates risk. Proactively ensures security is appropriately addressed within their area by self and others. Engages or works with security specialists as necessary. Contributes to the security culture of the organisation.

*Screen shot from on-line system*

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# Chartered IT Professional (CITP)

# CITP Criteria

CITP

Interview

Experience

Skills and breadth  
of knowledge

SFIA Level 5

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# CITP Criteria

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1. Knowledge and experience gained through formal and informal education and training and the ability to apply fundamental principles in a wide and often unpredictable range of contexts
2. Ability to perform an extensive range and variety of complex technical and/or professional work activities
3. Breadth of knowledge of IT that has been evidenced through assessment (in CV and at interview) by the BCS, that allows individuals to communicate and work with specialists across the IT profession



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# Application requirements

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- Your current CV or résumé
- A personal statement detailing your experience (required only if this information is not covered in sufficient detail in your CV or résumé)
- You should include evidence of your Breadth of Knowledge
- Payment by credit or debit card
- Details of one or more supporters who can validate your application

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# CV hints and tips

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- Be positive about your qualities, but have suitable evidence
- State details of job responsibilities for at least the last 5 years
- Include responsibilities for systems, staff and budgets
- Provide evidence of your Breadth of Knowledge
- List all IT qualifications, include business training
- State distinctions or awards gained
- Give membership of other professional bodies or committees
- List conferences, publications and patents (if any)
- Include any relevant hobbies or social activities

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## Chartered IT Professional – 2 stages

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- Education and Experience Review (via CV), looking for:  
A period of experience working in IT including recent experience at SFI Aplus Level 5 or above
  - Breadth of IT knowledge for CITP (via CV) defined as:  
"Knowledge of the broad scope of IT beyond that required for the individual's area of specialism."
  - All applicants must show that they can communicate and work with specialists across the IT profession
- Specialist Competence Interview  
*A peer review interview with two assessors*

*CITP is awarded for 5 years before renewal is required*

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# Breadth of knowledge

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- Breadth of knowledge must be evidenced in the context of the IT profession
  - Principles of Information Technology
  - Exploitation of Information Technology
  - Legal, Social, and Ethical Factors relating to Information Technology
- You must show you have knowledge of the broad scope of IT beyond that required for your own area of specialism. You are not expected to have detailed technical knowledge related to disciplines outside your area of specialism.
- You should state your academic qualifications and other training and development you have undertaken. If you hold academic qualifications that have been accredited by BCS you should identify these and include the level of accreditation.
- What do you know about the exploitation of information technology to achieve business objectives?
  - You should reference commercial use and maintenance of information technology including management techniques and information security

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# CITP *specialisms*

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## **Strategy and Architecture**

*People who define technical direction and standards*

## **Change and Transformation**

*People who manage, teach, and understand business needs*

## **Development and Implementation**

*People who develop new systems and products*

## **Delivery and Operation**

*People who keep things working*

## **Skills and Quality**

*People who support and check IT functions and staff*

## **Relationships and Engagement**

*People who sell products and manage accounts*

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# CITP Interview

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- You will be expected to provide a short presentation and speak for about 10 minutes, using examples from work for which you have been personally responsible, to demonstrate competence in your area of IT specialism
- The interview is by 2 assessors, at least one of whom will have knowledge and experience of your specialism.
- You should demonstrate through personal examples:
  1. Effective Communication
  2. Competence in IT
  3. Depth of specialist IT knowledge
  4. Breadth of IT knowledge & understanding

*Assessors are encouraged to take a **holistic view** of the applicant*

# Strategy and Architecture Specialism

Strategy and architecture		Code	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Information strategy	<a href="#">Enterprise IT governance</a>	GOVN					5	6	7
	<a href="#">Strategic planning</a>	ITSP					5	6	7
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	<a href="#">Financial management</a>	FMIT				4	5	6	
	<a href="#">Innovation</a>	INOV					5	6	7

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# CITP Summary

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- Applicant working at *SFI Aplus* Level 5 or above?
- Autonomy, influence and business skills?
- Breadth of IT knowledge demonstrated?
- Specialist IT technical knowledge?
- Have they used all these in their challenging job (together with professionalism) for 3 years (out of last 5)?



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# Engineering Council

*Note: The BCS no longer awards Science Council Registration*

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# Roles of the Engineering Council and the BCS

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- The Engineering Council grants licences to professional engineering institutions, such as the BCS, allowing them to assess candidates for inclusion on the national register of professional engineers and technicians
- These institutions cover a wide spectrum of engineering, from healthcare to lighting, and acoustics to IT
- The Engineering Council monitors the assessment process in each institution to ensure that standards and processes are consistent
- They provide the “UK SPEC” which is the standard to which engineers are measured for professional registration

# Engineering Council Criteria

C.Eng, I. Eng



Interview

SFIA Level 5  
(Engineering)

Qualification  
(Engineering) or  
Experience review\*

\* or technical report

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## Engineering Council Criteria

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- Has applicant got academic qualifications<sup>†</sup> accredited for EC registration, or the equivalent experience?
- Have they been working at SFIA level 5 or above\*?
- Can they apply engineering methods in their job?
- Do they have creative, innovative skills (for C.Eng) ?
- Are they committed to professional standards?

\* *This is a **BCS requirement**. There is no a specified period for this*

† *Applicants can also submit a suitable technical report or apply for exemption by an individual academic review*

# Development & Implementation

Development and implementation		Code	<u>1</u> ...	<u>2</u> ...	<u>3</u> ...	<u>4</u> ...	<u>5</u> ...	<u>6</u> ...	<u>7</u> ...
Systems development	<del>Systems development management</del>	DLMG					<u>5</u>	<u>6</u>	<u>7</u>
	<u>Systems design</u>	DESN				<u>4</u>	<u>5</u>	<u>6</u>	
	<u>Software design</u>	SWDN		<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	
	<u>Programming/software development</u>	PROG		<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	
	<u>Real-time/embedded systems development</u>	RESD		<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	
	<u>Animation development</u>	ADEV			<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	
	<u>Data modelling and design</u>	DTAN		<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>		
	<u>Database design</u>	DBDS			<u>3</u>	<u>4</u>	<u>5</u>		
	<u>Network design</u>	NTDS			<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	
	<u>Testing</u>	TEST	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	
	<u>Safety engineering</u>	SFEN			<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	
	<u>Information content authoring</u>	INCA	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	
User experience	<u>User research</u>	URCH			<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	
	<u>User experience analysis</u>	UNAN			<u>3</u>	<u>4</u>	<u>5</u>		

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# **Career-based assessment instead of Technical Reports**

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**The Engineering Council suggested in 2011 that all awarding institutions consider this route because:**

- Senior engineers who are clearly C Eng material may not have time to write a technical report in the correct format.**
- Individual Academic review route is expensive and time-consuming**
- Overseas candidates with good but non-accredited degrees are being penalised because their degrees are not accredited**

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# Experiential procedure

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**If the applicant does not have an accredited degree† :**

The assessors **must** use the experiential review to score the applicant - further information can also be asked for

The two assessors have to agree whether the applicant passes\*

If the applicant passes, the rest of the initial review is completed

*† or apply for exemption by individual academic review*

*\* The technical report route is still available*

***Note that the accredited engineering degree need not be in IT***

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# IEng/CEng Experiential route

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- Applicant's formal academic qualifications and post-nominals
- Applicant's professional certificates and affiliations
- Applicant's other technical training and CPD (e.g. in-house at work)
- Applying fundamental principles in their work (Job Complexity)
- Length of technical experience with some responsibility
- Evidence of using technical skills to guide or direct the work of others
- Other evidence of technical skill (e.g. Conference papers)
- Other evidence of initiative and academic ability (e.g. Interests outside of work)

**Pass score is >50%** *There is no minimum pass score for any one question.*

**IEng applicants are marked less critically than CEng**

**Failure to “pass” means the applicant must choose a different route**



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# PRI Interview

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- The interview is by 2 assessors who have EC registration, and lasts 45 to 60 minutes. It will normally be carried out on-line using conferencing software and secure document portals but can be face-to-face on request.
- During the interview you need to provide specific evidence relating to the competencies defined by the Engineering Council
- If you are applying for Chartered Engineer, you will need to demonstrate innovation and development skills, and team leadership.

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# Criteria for the award of CEng include demonstration of ...

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- Maintain and extend a sound theoretical approach and engage in the creative and **innovative** development of **engineering** technology and solutions
- Apply appropriate theoretical and practical methods to the analysis and solution of engineering problems:
- Identify potential projects and opportunities
- Provide technical and commercial **leadership**
- Bring about continuous improvement through quality management
- Demonstrate effective interpersonal skills and personal and social skills
- Demonstrate a personal commitment to **professional standards**:
- Comply with relevant codes of conduct
- Manage and apply safe systems at work
- Undertake engineering activities in a way that contributes to sustainable development
- **Carry out CPD** to maintain and enhance competence in own area of practice

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## European Engineer (Eur. Ing.) and International Professional Engineer (IntPE)

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BCS members registered as Chartered Engineers are eligible to apply for these registrations:

- **European Engineer (Eur Ing)** is awarded by the Federation Europeene d'Associations Nationales d'Ingenieurs (FEANI) and entitles those registered to use the title Eur Ing.
- FEANI brings together national engineering associations from 31 European countries as National Members.
- **International Professional Engineer (IntPE)** is governed by the Engineers' Mobility Forum, which consists of the national engineering organisations of Australia, Canada, Hong Kong, Ireland, Japan, Korea, Malaysia, New Zealand, South Africa, UK and USA. FEANI has observer status.

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# I.Eng and C.Eng differences

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- I.Eng and C.Eng are fairly similar; both are for engineers
- C.Eng must be capable of innovation and development
- For I.Eng you need an accredited bachelors or honours degree (otherwise take the experience route etc.)
- For C.Eng you need an accredited honours degree and a masters degree, or a MEng (otherwise take the experience route etc.)
- Competencies are assessed according to ECUK Spec described on the EC website:

<https://www.engc.org.uk/professional-registration/>

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# Fellowship

*Note that Fellowship by itself is not chartered status*

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## General statement

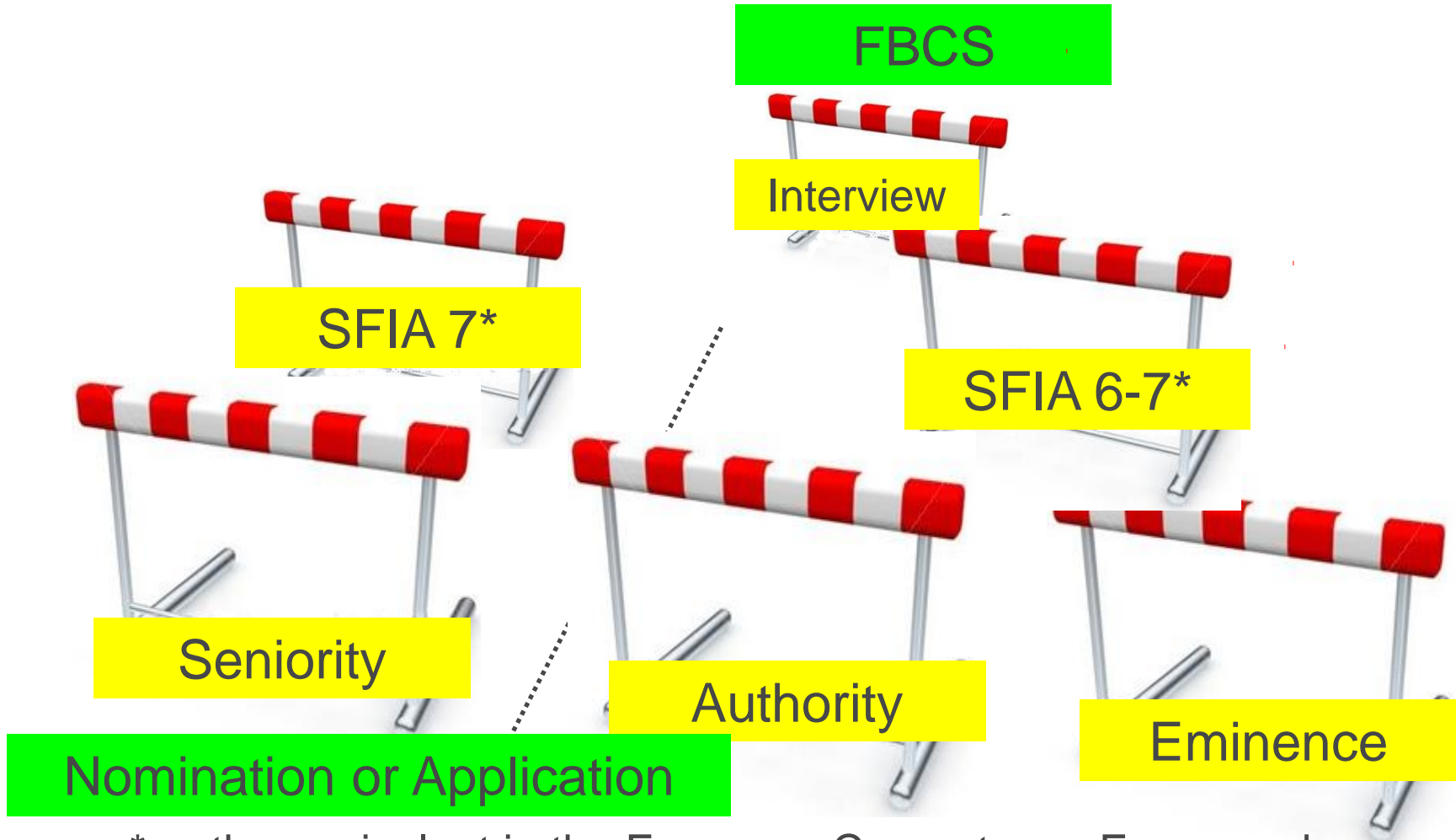
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*Fellows demonstrate leadership in the profession. They will typically have a minimum of five years' practical experience in IT, and hold a senior position, or have an established reputation of eminence or authority, in the field of IT.*

*Applications should be supported by one or more individuals of Fellowship level or equivalent, who know the applicant and can validate the seniority, eminence or authority claimed in the individual's application.*

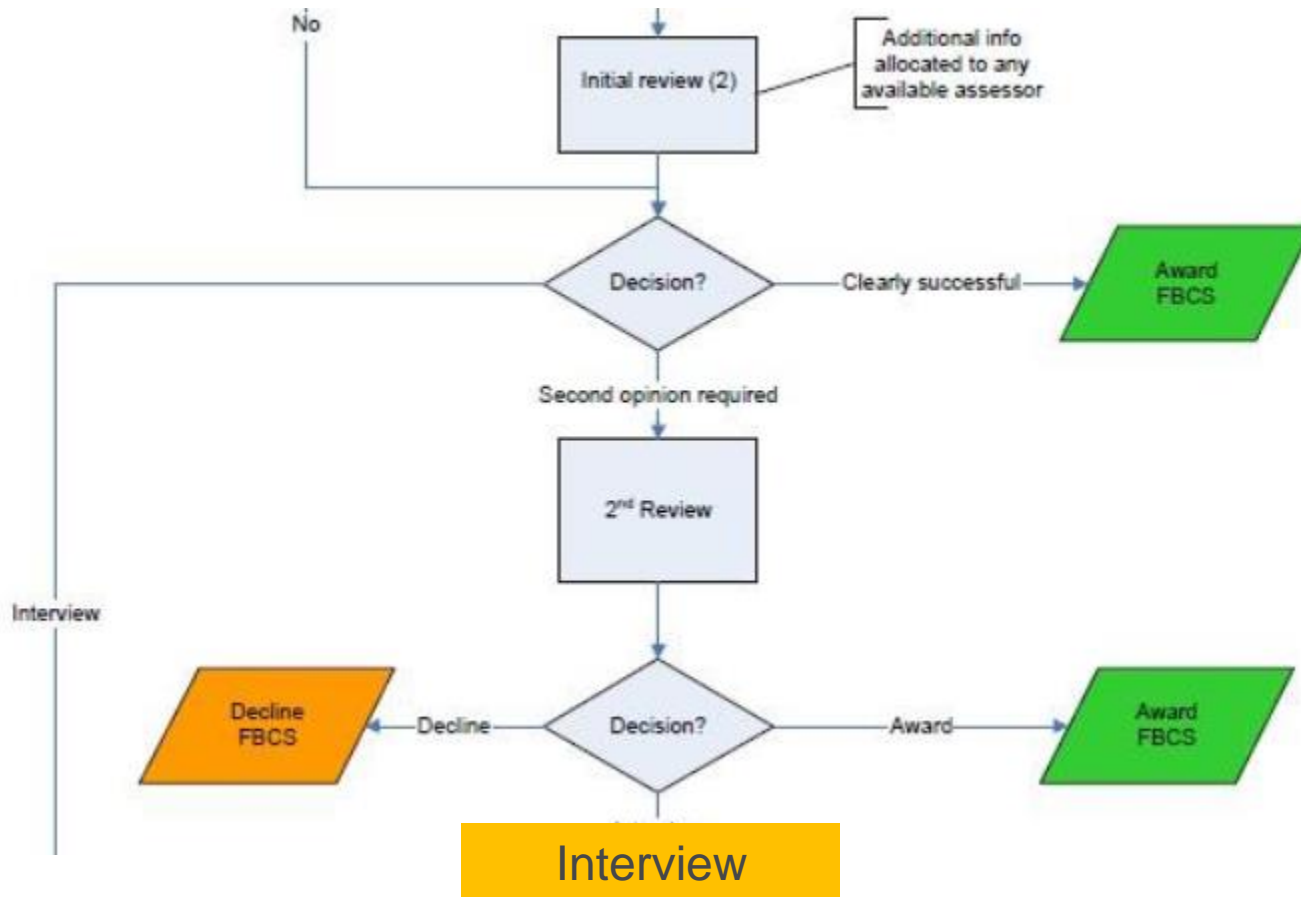
# Fellowship Criteria



\* or the equivalent in the European Competence Framework

# Fellowship Process

## Initial review





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## Fellowship criteria

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- Are they working at SFIA level 7 ? For example,
  - do they have 50+ people reporting to them (Seniority)?

or

- Are they working at SFIA level 6-7 and have international recognition in their field (Authority)?

or

- Are they working at SFIA level 6-7 and a well-respected proponent of IT (e.g. BCS or other committees)(Eminence)?

or do they have some combination of the above?

# Summary

The following qualities are the sorts of things we look for in people working in Information Technology:

- Technical skills
- Autonomy
- Professionalism

- Good communication
- Business awareness
- Influence

- Innovation
- Leadership
- Eminence

- Membership level  
**MBCS**
- Chartered level  
**CITP**  
**I Eng.**  
**C. Eng.**
- Fellowship level  
**FBCS**



# Web Site



Membership Get qualified Events Policy & influence Develop your people Deliver & teach qualifications More



## Who we are

We're a charity with a royal charter, and an agenda to support the people who work in IT and to lead the industry through its ethical challenges.

BCS members and chartered IT professionals

**68,000**

**60 years**

at the forefront of computing evolution

BCS professional certifications awarded across the industry

**250,000**

<https://bcs.org>