



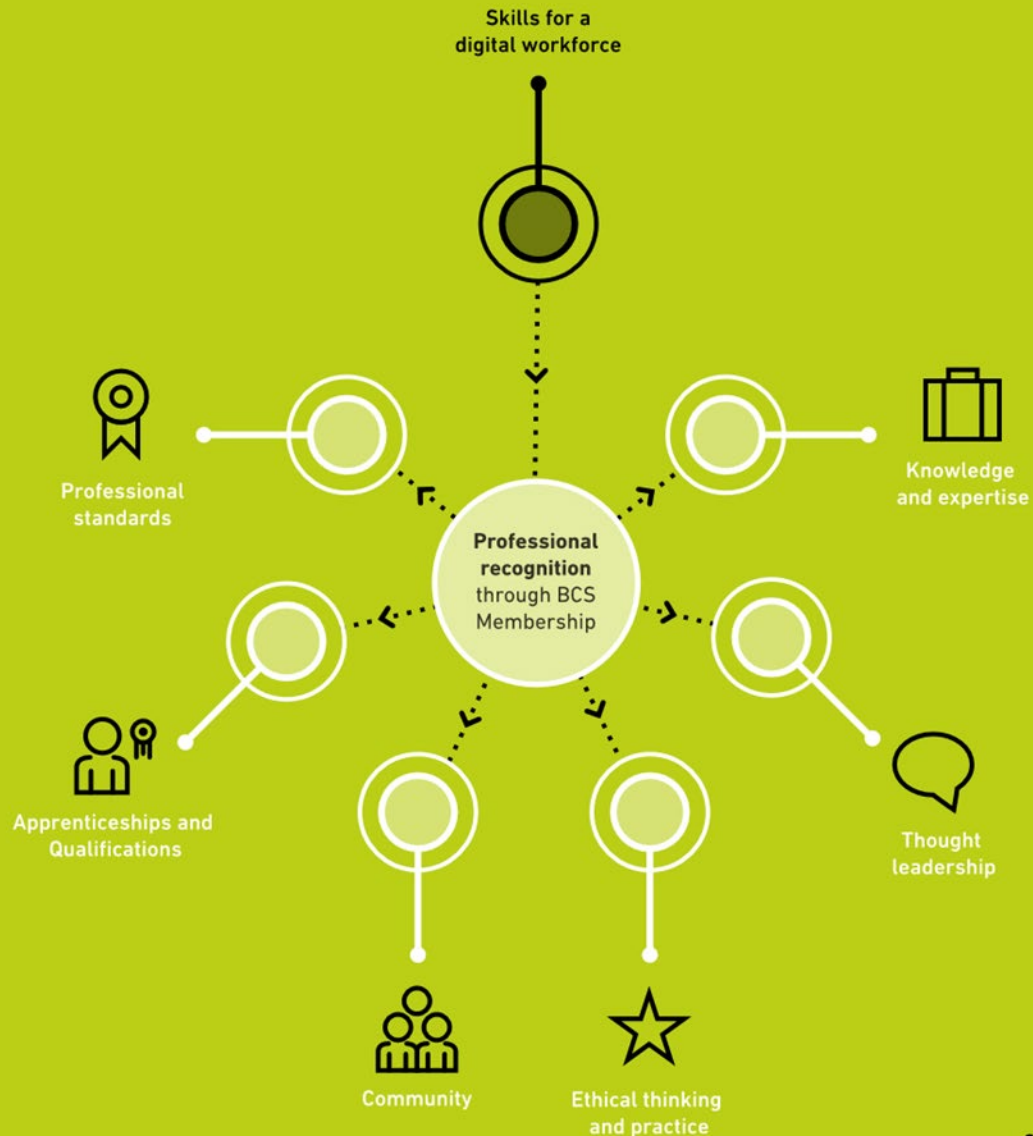
[bcs.org](https://www.bcs.org)

# Let's shape the future together

**BCS Membership  
& SFI*Aplus* tool**

**BCS Key Account Manager  
Sherilyn Aitken**

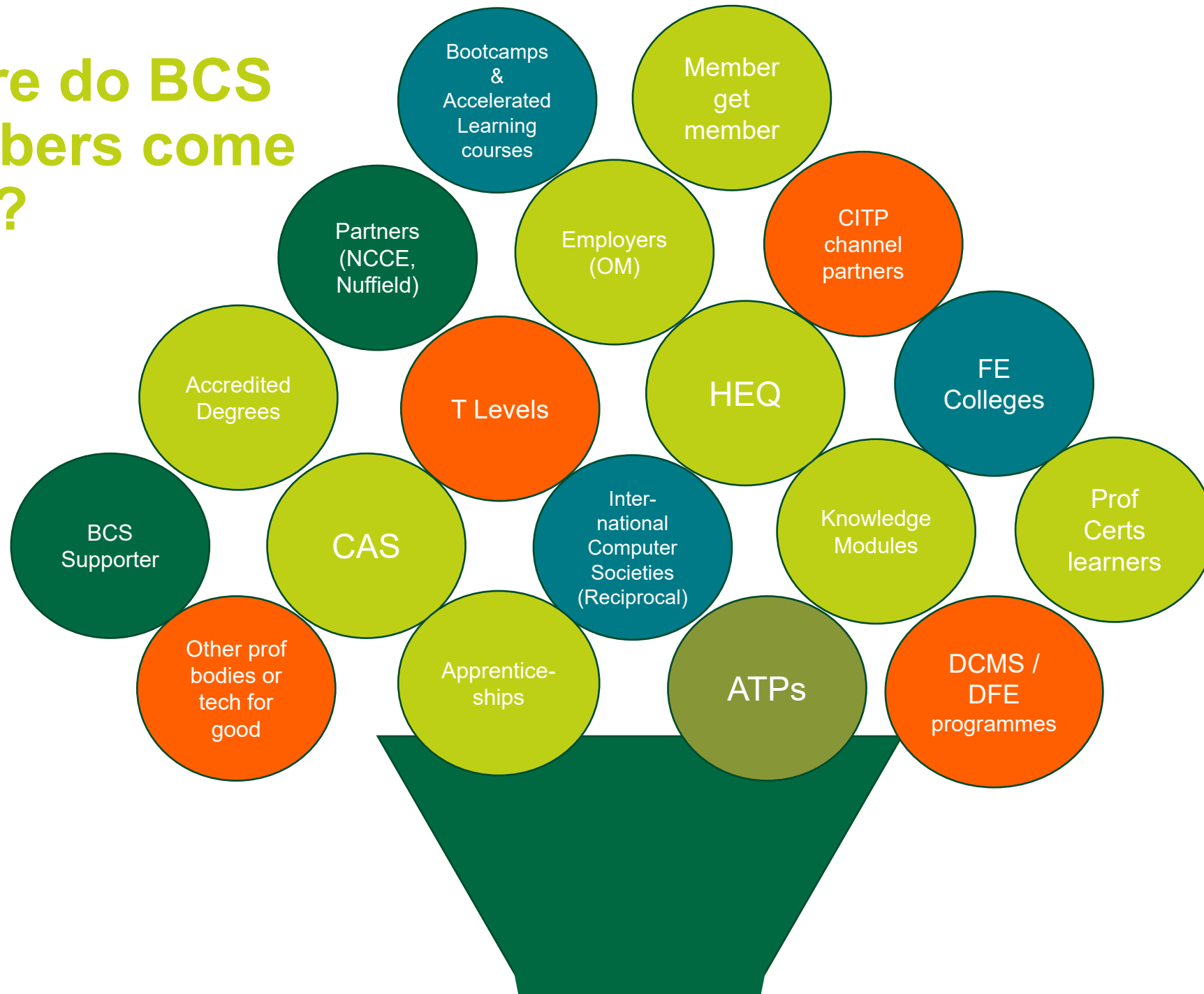
# JOIN US IN BUILDING A BRIGHTER DIGITAL FUTURE FOR EVERYONE



“Of course, with the scale and impact of digital comes massive responsibility. Digital is less about specific tech and more to do with culture, attitudes and changed business models of the internet enabled age. Professionalism in IT therefore is about harnessing the opportunity of a digitally connected world whilst protecting us all from the risks. As professionals we must provide the critical thinking necessary to realise the hope, ambition and even the promise of tech.’

**Adam Thilthorpe**  
BCS Director of Professionalism

# Where do BCS members come from?



# Organisational Membership

## Organisational Membership includes complimentary:

- Chartered (CITP, CEng, IEng) and Fellowship application registrations
- RITTech & EngTech application registrations
- Affiliate membership x 2
- Approved Organisation status

## Engagement opportunities:

Standards application webinar/workshops

Speaker opportunities

UK IT Awards – judging invites

Knowledge share with other OM clients

ITNOW & eBCS - articles

Events – invites

## BCS ORGANISATIONAL MEMBERSHIP



**bcs**

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Chartered  
Institute  
for IT



# BCS MEMBERSHIP PROVIDES

CAREER

COMMUNITY

KNOWLEDGE



And.... Independent  
**PROFESSIONAL RECOGNITION**

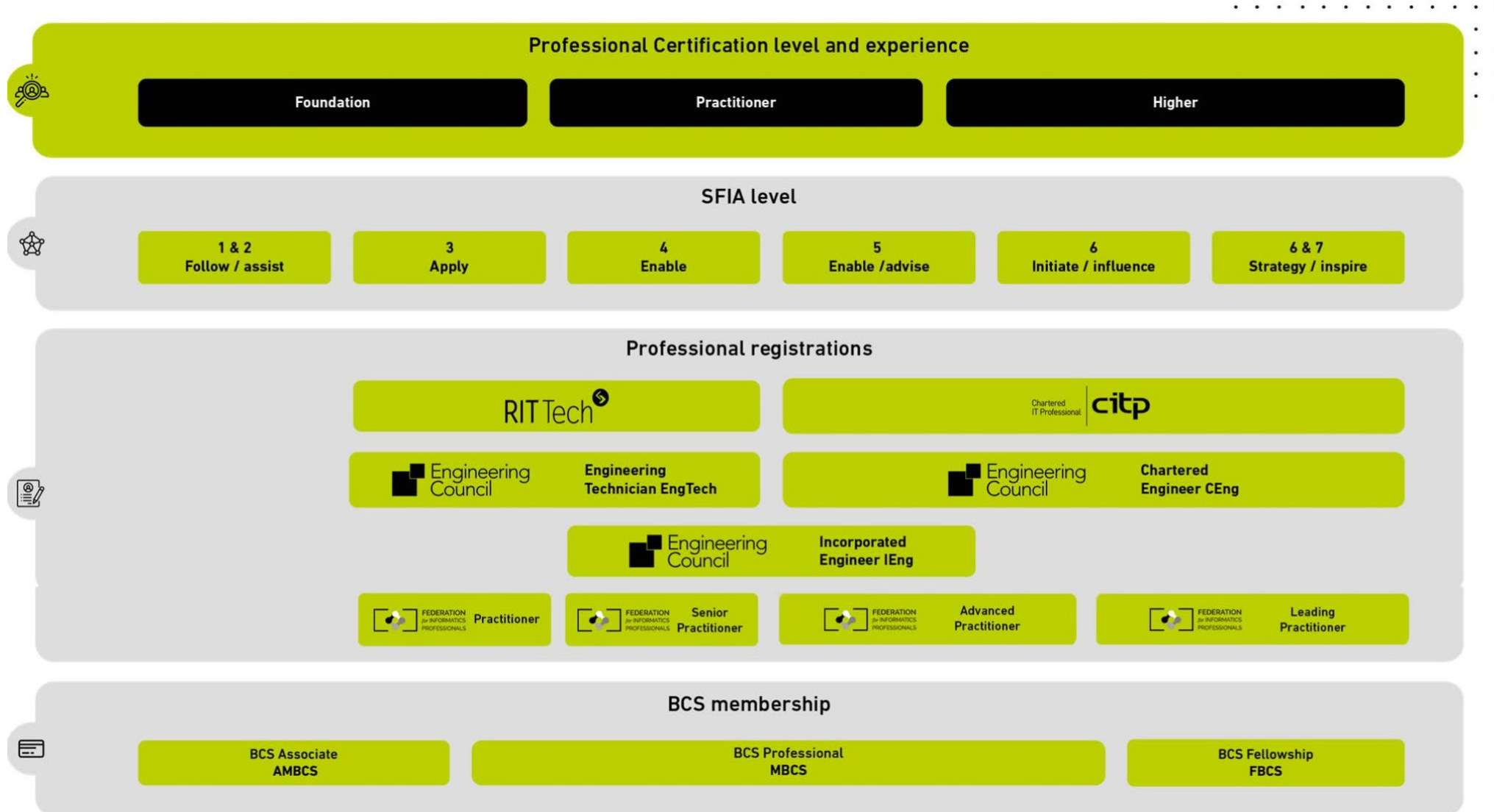
**bcs**

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Chartered  
Institute  
for IT

# MEMBERSHIP AND INDUSTRY PROFESSIONAL STANDARDS

Wherever you are in your career, there's a BCS membership for you – and wherever you go in your career, we can support your progression.

BCS membership underpins experience, certification and competency, and all are benchmarked against SFIA, the global industry standard.



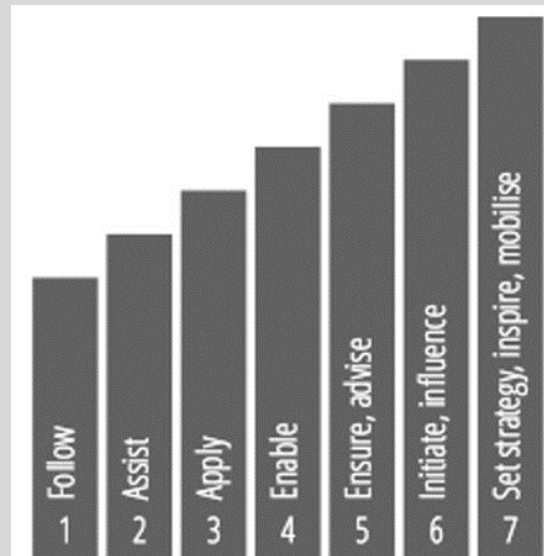
# What is SFIA



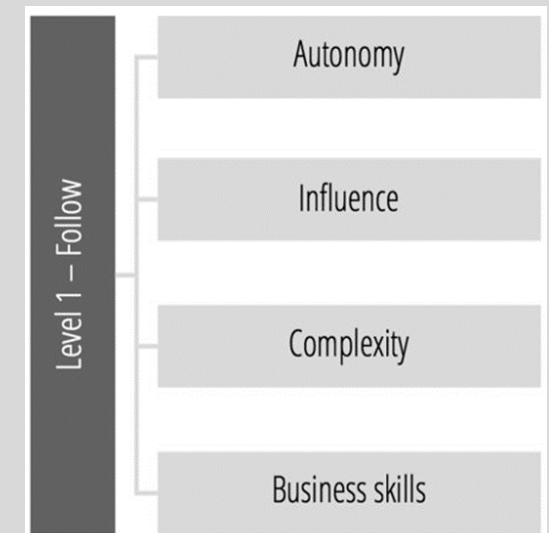
## Assessors will be assessing against SFIA level 5

Evidencing skills included in a recognised skills framework such as Skills Framework for the Information Age (SFIA [www.sfia.org.uk](http://www.sfia.org.uk)) or the European Competence Framework (e-CF [www.ecompetences.eu/](http://www.ecompetences.eu/)) .

**Look at Browse SFIPlus in MyBCS (members' secure area) to access granular information about your area of specialism.**



## Generic responsibilities



# What is SFIAPlus provided only by BCS



- Digital and IT skills framework underpinned by the SFIA framework

- Provides granular detail for the 123 SFIA skills at each of the 7 levels. This is the 3<sup>rd</sup> dimension that turns it from a 2D matrix to 3D.
- Tabs showing: Background, Work Activities, Knowledge/Skills, Training Activities, PDA's & Qualifications

- Provides the primary platform for our IT skills and capability tool called RoleModel.

Category	Skill	Code	Level	1	2	3	4	5	6	7
<b>Strategy and architecture</b>										
Information strategy	Enterprise IT governance	COGK						5	4	7
	IT strategic planning	ITSP						5	4	7
	Information governance	IGAC						5	4	7
	Information systems coordination	ISCO						5	4	7
	Information security	ISCT						3	4	7
	Information assurance	INAS						5	4	7
Advice and guidance	Analysis	ANAL						3	4	7
	Business consultation	BUSL						5	4	7
	Information content publishing	ICPM						3	2	4
	Consultancy	CONS						5	4	7
Business strategy and planning	Specialist sales	SPSA						4	5	6
	General management	GMAN						5	4	7
	IT management	ITMG						5	4	7
	Financial management	FMAN						4	5	6
	Business	BUSB						5	4	7
	Research	RESR						3	2	4
	Business process improvement	BPIP						5	4	7
	Knowledge management	KNKM						3	2	4
	Enterprise and business architecture	EBAR						5	4	7
	Business risk management	BIRM						4	5	6
	Sustainability	SUSL						4	5	6
Technical strategy and planning	Enterprise technology strategy	ETST						4	5	6
	Cloud management	CMDM						5	4	7
	Network planning	NETP						4	5	6
	Solutions architecture	SOAR						4	5	6
	ITIL management	ITILM						3	2	4
	Methods and tools	METL						3	2	4
<b>Change and transformation</b>										
Business change implementation	Business management	BUMG						5	4	7
	Programme management	PRMG						4	5	6
	Project management	PRMG						4	5	6
	Portfolio, programme and project support	PPPS						3	2	4
Business analysis	Business	BUSA						3	4	5
	Business modelling	BUMD						3	2	4
	Organisational analysis and management	ORAM						3	2	4
Business change management	Organisational capability development	OCVD						5	4	7
	Organisation design and implementation	ORID						5	4	7
	Change implementation planning and management	CIPM						5	4	7
	Business process re-engineering	BPRE						4	5	6
Business management	BUMG						5	4	7	
<b>Development and implementation</b>										
Systems development	Systems development management	SDMG						5	4	7
	System design	SDSN						4	5	6
	Software design	SDWN						3	2	4
	Programme / software development	PRSD						3	2	4
	Anal sites / embedded systems development	ESDD						3	2	4
	Hardware development	ADHW						3	2	4
	Device modelling and design	DMGD						3	2	4
	Device design	DESD						2	3	4
	Network design	NETD						3	2	4
	Security	SECS						3	2	4
	Software engineering	SENG						3	2	4
User experience	Information content authoring	ICAA						3	2	4
	User research	USER						3	2	4
	User experience analysis	UEAN						3	2	4
	User experience design	UEDN						3	2	4
	User experience evaluation	UEEV						2	3	4
Installation and integration	Systems installation and hand-off	SIHO						2	3	4
	Platform / software configuration	PSWC						3	2	4
	Hardware design	HWDR						3	2	4
Systems installation / decommissioning	SIHO						2	3	4	
<b>Delivery and operation</b>										
Service design	Availability management	AVMG						4	5	6
	Service level management	SLSM						3	2	4
	Service experience	SEXP						3	2	4
Service transition	Configuration management	CMAN						3	2	4
	Asset management	ASMG						3	2	4
	Change management	CHMG						3	2	4
	Release and deployment	RESD						3	2	4
	System release	SYSD						3	2	4
Service operation	Capacity management	CMAN						4	5	6
	Security administration	SEAD						1	2	3
	Performance tuning	PERT						3	2	4
	Multi-instance maintenance	MISM						2	3	4
	Application support	ASPS						3	2	4
	IT infrastructure	ITINF						3	2	4
	Incident management	INMG						3	2	4
	Service management	SVMG						3	2	4
	Network support	NETS						3	2	4
	Problem management	PRMG						3	2	4
Incident management	INMG						3	2	4	
System management	SYSM						3	2	4	
<b>Skills and quality</b>										
Skill assessment	Learning and development management	LDMG						3	4	5
	Competency assessment	CEAS						3	4	5
	Learning design and development	LEDD						3	4	5
People management	Learning delivery	LEDD						2	3	4
	Teaching and subject knowledge	TKAN						5	6	7
Quality and compliance	Performance management	PERM						4	5	6
	Measuring	MESC						4	5	6
	Professional development	PROD						5	6	7
Relationships and engagement	Quality management	QUAL						3	4	5
	Quality assurance	QUAS						3	4	5
	Maintenance	MAAN						3	4	5
	Compliance review	COMR						3	4	5
	Safety assurance	SASA						3	4	5
Stakeholder management	Digital services	DSER						4	5	6
	Stakeholder engagement	SENG						3	4	5
Sales and marketing	Selling	SSEL						3	4	5
	Marketing	MRKT						3	4	5
	Sales support	SSUP						3	4	5
	Product management	PRDM						3	4	5

The Skills Framework for the Information Age (SFIA) is an international skills and competency framework that describes technical and digital roles and the skills needed for them. It is supported by government across the globe and is backed by the UK government. It is adopted by a growing number of countries.

SFIAPlus contains the SFIA framework of skills plus additional training and development resources. The result is the most established and widely adopted technical and digital skills, training and development model that reflects current industry needs. The standard enables employers and practitioners to identify career paths and planning and development.

Find out more at [www.bcs.org/sfiaplus](http://www.bcs.org/sfiaplus)

**What's in the 'plus'?**

For each SFIA skill at each level, SFIAPlus offers additional task components and eight additional skills resources as shown in the example of Business Analysis below.

**Skill resources Business Analysis level 5**

Examples of the additional skills resources and task components for Business Analysis at level 5 are given below:

- Task resources
- Industry functions
- Technical overview, including typical tools and techniques
- Overview of training, development and qualifications
- Careers and jobs
- Professional bodies
- Standards and codes of practice
- Communities and events
- Publications and resources

Each Skill resource provides in-depth information to support development planning, for example the Skill resource for communication and events gives details of:

- There are several ICS specialised groups with regular events and workshops including the Requirements Engineering Specialist Group, the Incident Change Specialist Group and the Agile Method Specialist Group
- The BCS UK chapter runs frequent events across the UK
- The UK Manager Forum provides resources and runs business events for senior business analysts in leadership roles.

**Task components Business Analysis level 5**

These provide an extra level of detail about what is expected from an individual working in this sort of role at this level.

Some examples taken from the Task components for Business Analysis at level 5 are shown below:

- Design and analysis** involves the use of analysis techniques, such as stakeholder, use cases, user stories, interaction, technology and organisation design, to understand the requirements for business analysis and to produce the design within the business change and software development life cycle. This involves a good understanding of business and business skills, and understanding the significance of commercial constraints. It also involves the use of analysis techniques and the ability to apply business and technical expertise to analyse and solve other specialist areas and business domains.
- Work activities** involves business problem and opportunities, and specify required changes to business processes, people, skills, information, technology and organisation design to meet the requirements. Subject matter experts members the use of modelling and analysis techniques, methods and standards in an informed and practical way.
- Technical skills** involves conceptual knowledge and skills in business analysis and stakeholder engagement.
- Training and development** involves course preparation, project definition, planning and risk management and an understanding of systems development, including development life cycle.
- Professional development** includes project leadership, presentation skills, quality management and an understanding of business development, including development life cycle.
- Qualification** ICS International Diploma in Business Analysis and Certified IT Professional would support career progression and skills development.





# Professional Standards

Employers can demonstrate their staff have capability & integrity.

All Professional Standards awarded by BCS are aligned to the **SFIAplus** framework and provide independent endorsement of skills, competence and demonstrate professionalism in the industry.

Holding a standard proves a commitment to continually maintaining and developing competence. There is a requirement to evidence this at the point of revalidation.



opt into the public register

RITTech registration shows the ability to apply technical knowledge and skills in an IT work environment and demonstrate professional behaviours

### RITTech STANDARD

Requires evidence of:

- technical/non technical skills
- effective communication skills
- professional behaviours & commitment to the professional code of conduct
- contribution to the development, operation & maintenance of IT products, equipment or services.

### STATEMENTS

Three written statements required using **STAR** method:

- S – Situation
- T – Task
- A – Activity or Action
- R – Result

RITTech Standard - SFIA level 3 & above



**Katy Housden, AMBCS, RITTech**

An independent standard enabling IT professionals to demonstrate their competence, professionalism and commitment to the IT industry

Breadth of Knowledge

Depth

opt into the  
public  
register

- You are an **expert** in your field or specialism
- Evidence of **integrity** and **strong business acumen**
- You follow a **code of conduct** and uphold **best practice**
- You are **committed** to your **profession** and ongoing **CPD**
- Demonstrates **trusted** competence

**citp**

Chartered IT Professional standard

CITP Standard - SFIA level 5

## What assessors look for at SFIA L5...

### **Autonomy:**

Works under broad direction  
Fully responsible for meeting technical, project, supervisory objectives. Responsible for assignment of tasks

### **Influence:**

How you influence the organisation, customers, suppliers etc. How you build business relations. How you make decisions impacting work, deadlines, results, budgets, resource

### **Complexity**

Advising on standards, methods, tools; execute and evaluate work to time, cost and quality targets; analyse requirements, advise on scope; assess risk; show creative, innovative and ethical thinking; communicate effectively

### **Business Skills:**

Knowledge of the broad scope of IT beyond what is required for your own area of specialism  
Satisfactory understanding of IT complementary to your area of practise

# Engineering Council - UK Spec



- Ability to develop appropriate solutions to engineering problems.
- Use new or existing technologies, to introduce new and more efficient production techniques.
- Pioneer new engineering services and management methods.

Assessed at SFIA level 5



- Maintain and manage applications of current and developing technology.
- May undertake engineering design, development, manufacture, construction and operation.
- Engage in technical and commercial management and possess effective interpersonal skills.

Assessed at SFIA level 4+

Appear on the EC register



- Apply proven techniques and procedures.
- Contribute to either design, development, manufacture of products, equipment, processes or services.
- Have effective interpersonal skills and supervisory or technical responsibility.

Assessed at SFIA level 3+

# The UK Standard for Professional Engineering Competence (UK-SPEC)

The UK –SPEC is the standard by which applicants are judged. There are five sections:

A – Knowledge and understanding

B – Design and development of processes, systems, services and products

C – Responsibility, management or leadership

D – Communication and inter-personal skills

E – Professional commitment

## Find mentors and mentees

Professional mentoring is a relationship in which a person learns and develops in their professional role with the guidance and support of a more experienced person.

### Welcome!

Please enter or confirm your details here:

#### Company \*

#### Job title \*

#### Job level \*

#### My preferred email address

[sherilyn.aitken@bcs.uk](mailto:sherilyn.aitken@bcs.uk) (your main BCS contact email address)  (add an alternative address)

#### Biography \*

Briefly introduce yourself here. Consider including information such as your education, previous roles, areas of interest and/or experience and previous mentoring history.

#### Profile options

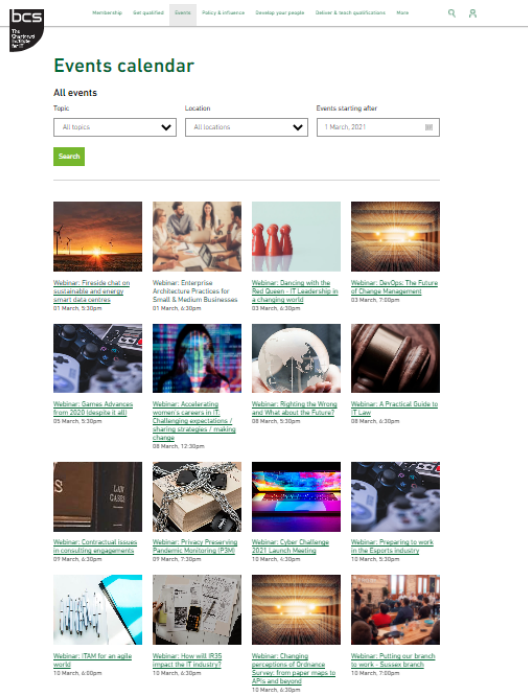
Mentor profile  Mentee profile

Save



# Get involved in our thriving BCS Community

We're a diverse community of professionals helping each other to thrive in the digital economy:



**155**  
Countries

**11**  
International sections

**50**  
Regional branches

Over **50**  
Special interest groups

**40**  
Student chapters

**UK IT Industry Awards**

**BCS Articles, Opinion and Research - 2021 roundup**



*BCS membership has helped me access a wealth of networking opportunities, across a wide range of IT professionals, and develop valuable professional relationships that have had a positive influence on my career*

**James Hammond MBCS**



# Springboard


## Topics

- Attitude & Mindset 42
- Career direction 22
- Commercial awareness 29
- Communication 73
- Creativity & Innovation 18
- Culture & Diversity 30
- Decision making 11
- Emotional intelligence 24
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- Networking 41
- Performance 19
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- Planning 22

- Presentation skills 25
- Problem solving 20
- Project management 15
- Redundancy 5
- Reflection 1
- Remote interviews 11
- Remote working 22
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- Time management 31
- Transferable skills 52
- Values 8
- Well-being 80
- Women in business 18
- Work experience 2
- Working styles 12


### Negotiation

Learn about negotiation skills from the basics through all the steps of preparing, opening, exploring, testing and closing the negotiation.




Negotiation skills

Negotiation, Transferable skills




The basic concept of negotiation

Negotiation




Preparing to negotiate

Negotiation




Opening the negotiation

Negotiation




Negotiation: exploring each other's position

Negotiation




Testing potential agreement in negotiations


Negotiation



Bargaining



Closing the negotiation



Negotiation skills: test yourself

## Career direction



4 questions to help you make career decisions

Career direction, Decision making




Careers for ADHD minds

ADHD, Career direction, Self-awareness



What is an intelligent career?

Career direction



The what and why of career conversations

Career direction



Career conversations: what not to do

Career direction



Should you have a career conversation right now?

Career direction




Getting results during a career conversation

Career direction




4 elements for a productive career conversation

Career direction




Advice when moving to the private sector

Career direction



Finding your true North

Career direction



Career questions to ask yourself

Career direction



Should you turn your passion into a career?

Multiblog, Career direction

### Career questions to ask yourself

There's never been a better time to be your own career coach. After all, your career development sits with you. To be your own career coach, you just need to know the questions to ask yourself.



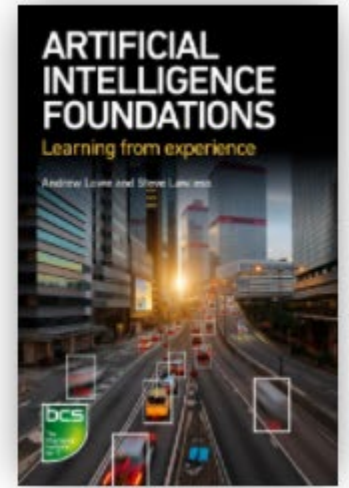
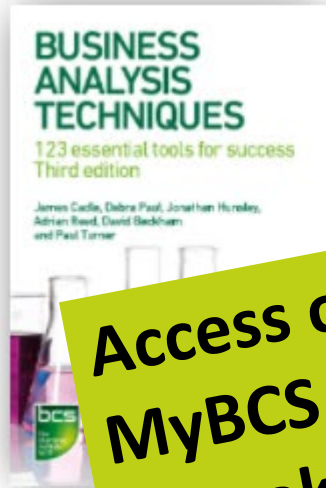
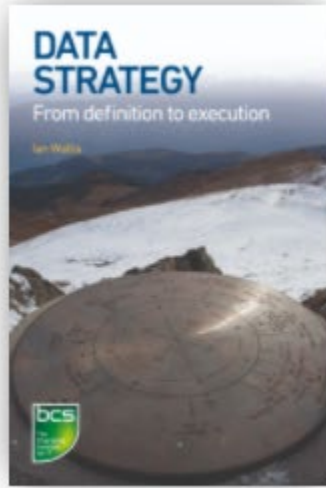
**Julia Gardner**  
 Leading professional coach and facilitator with over 15 years' experience in coaching individuals around career development, performance, transition and understanding career management. Career direction

Launch Video

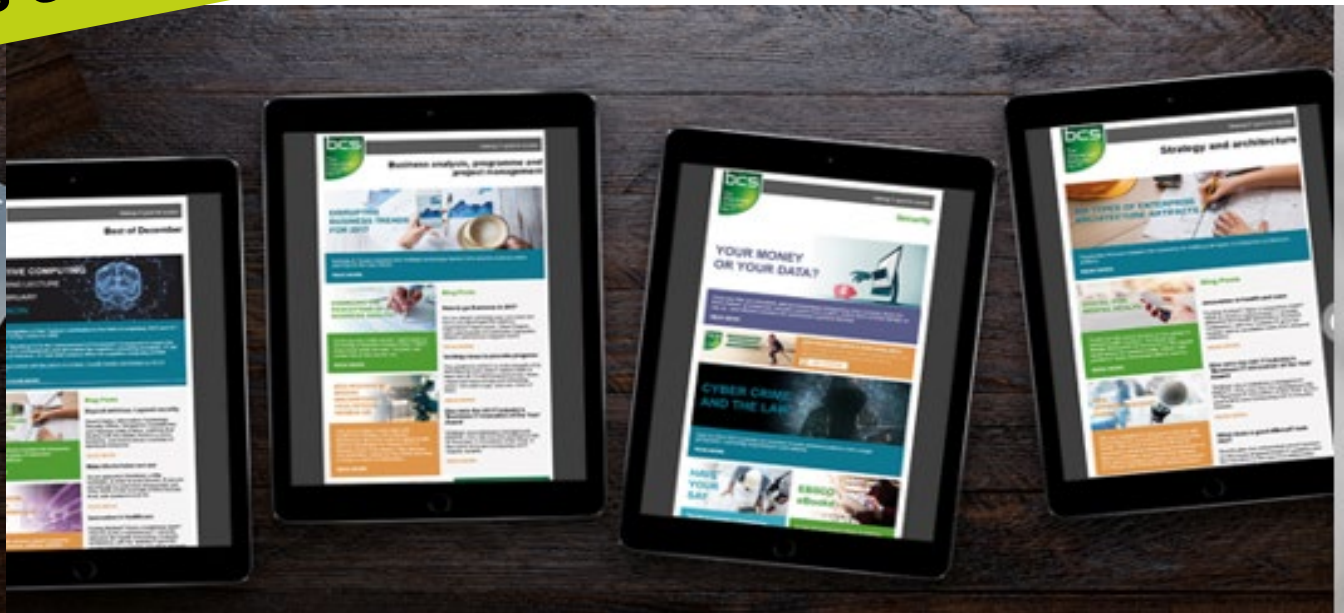
TOP 11

tips & support for going for that next role in your career

# ITNOW, publications, eBCS



Access our free ebook collection via MyBCS – collection of thought provoking articles and blogs from industry experts on topical subjects.



## Take advantage of other member benefits including:

### Legal Advice from Law Express

- For both personal & professional matters
- Legal Helpline +44(0)1275 370 041 – 7 days per week

### Public Liability Insurance

- Competitive rates offered to members - MacBeth Insurance Brokers with Tokio Marine HCC.

### Dell products

Up to 20% off a range of Dell products and free advice from Dell technologies.

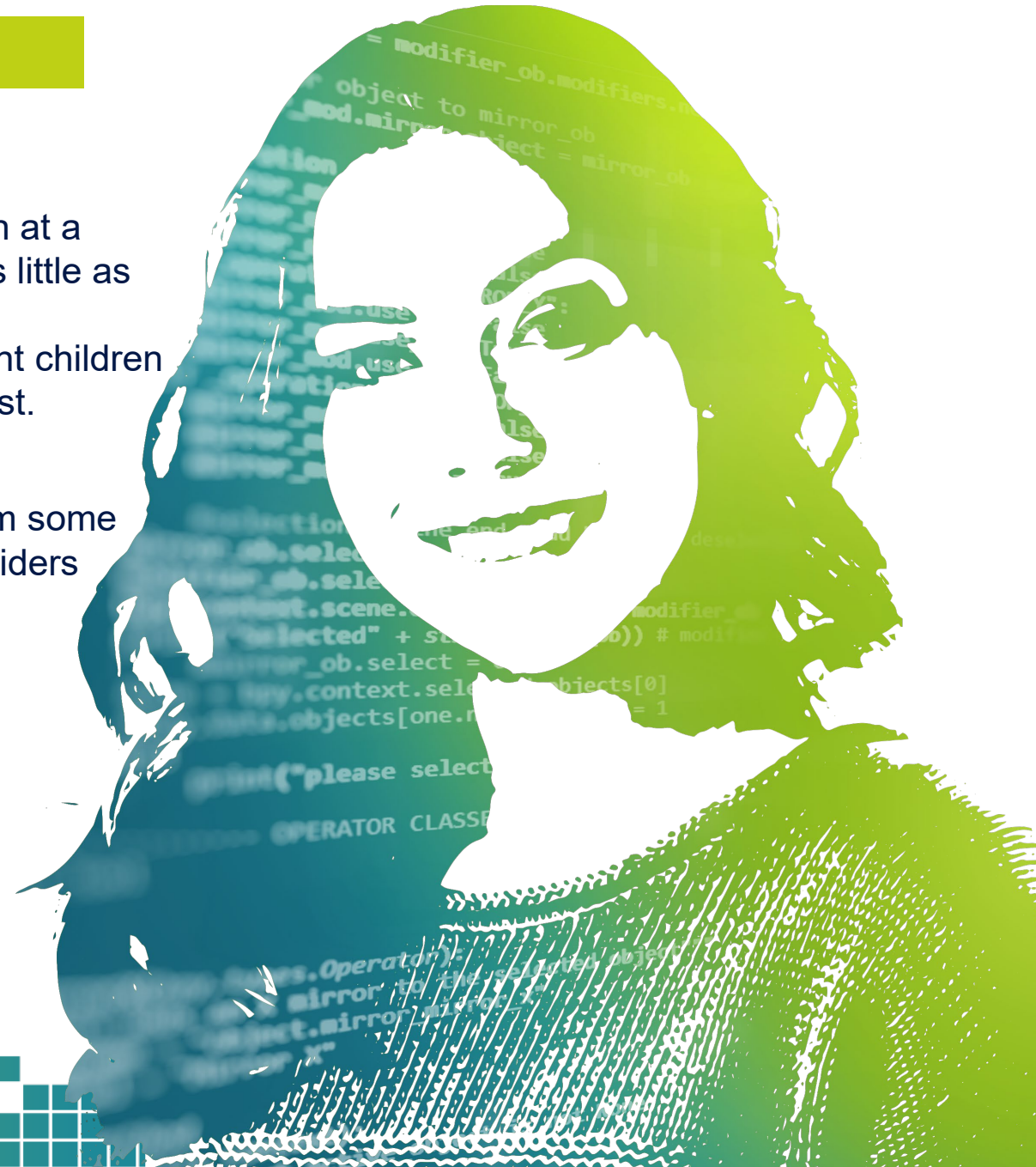
### HSF Health Plan

- Access HSF health plan at a discounted cost from as little as £4.33 pm
- Add a partner/dependent children under 18 at no extra cost.

### Training discounts

From 10%, up to 50%, from some of the leading training providers throughout the UK

**Use of our London offices:** Ground Floor,  
25 Copthall Avenue, London. EC2R 7BP



# Involvement makes all the difference

The screenshot shows the MyBCS website interface. At the top, there are navigation links: MyBCS, BCS website, Manage your membership, Logged in as Sherilyn Aitken - 990222120, and Logout. Below this is the BCS logo and a search bar labeled 'Search MyBCS'. A menu bar contains: Career development, Knowledge and resources, Communities and events, and Get involved. The main content area features a large image of a smiling woman with glasses. Below the image, the text reads: 'Get involved. Your knowledge and experience, your opinions and your time - they're all valuable commodities. Invest them in BCS and make exceptional things happen.'

## BCS events

Go along to a BCS event to meet other practitioners, share ideas and expertise, and maybe discover a better way of working.



[Go to events calendar](#)

## Mentor network

Mentoring is a hugely rewarding experience for both mentor and mentee as you learn from each other's skills and perspectives.



[Go to mentor network](#)

## Volunteer portal

Grow your professional network - and the profile of your field - by taking an active role in the running of our member groups.



[Go to volunteer portal](#)

## Feedback panel

Share your views with us, because we're continually reviewing our services based on the feedback we receive from our members.



[Go to feedback panel](#)

- **Have your say**
  - Latest issues and developments in the industry
- **Specialist Groups/Branches**
  - Join, engage and stand for chair..
- **Volunteer**
  - Become an assessor, stand for council, share your experience with schools and even become the president?
- **Shape Policy**
  - From cyber security threats to educating the next generation
- **Mentor**
  - Give back and inspire the next batch of professionals through our CMN network
- **UK IT Awards**
  - Become involved either as a judge or enter a colleague/team for an award.
- **Speaker opportunities**
  - Share your knowledge with other Organisational Members
- **Knowledge sharing**
  - Write an article for eBCS or ITNOW magazine



*“We, as IT practitioners, need to demonstrate to the public at large, as well as policymakers and regulators, that they can trust us to work within an ethical framework. There’s no better way of doing it than belonging to a professional body and getting the accreditation to say that you are competent and work to a high standard.”*

**JOHN HIGGINS CBE**

**President of BCS, The Chartered Institute for IT**

**To become a BCS member: [www.bcs.org/membership-and-registrations/become-a-member](http://www.bcs.org/membership-and-registrations/become-a-member)**

**Thank you ..... Questions?**

[Contact\\_email@ Sherilyn.Aitken@bcs.uk](mailto:Contact_email@Sherilyn.Aitken@bcs.uk)