

# Fellowship Application guidance

This detailed guidance provides you with advice about writing your experiential statements and finding a supporter.

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## Application requirements

To apply to become a BCS Fellow, you'll need to provide:

- your [Fellow application form](#) evidencing your experience against a selection of the criteria set for BCS Fellowship or a BCS accredited professional certification
- your CV or LinkedIn profile illustrating a minimum of 5 years' work experience within the scope of the IT profession
- details of one supporter who can validate and verify your experience

The following guidance includes the full set of Fellowship criteria and the recommended technique for presenting your evidence in your application, as well as the requirements for your application supporter.

If you need further support with your application please visit [Fellows of the future | BCS](#) to access additional guidance.

## Accredited certifications

If you hold a professional certification that has been accredited by BCS for Fellowship, you can submit your application via the accredited route. For this route, you must provide:

- evidence of your certification, either a URL or digital badge indicating the title of the certification and the date you achieved it
- any additional evidence required to supplement your application:
  - IBM certifications require evidence of either chartership (e.g. CITP or CEng) or a badge indicating you are currently an assessor for level 2 IBM certifications

The certifications currently accredited are:

- IBM Technical Specialist level 3
- IBM Architect level 3

## Fellowship criteria

The Fellow criteria consists of three categories, with several sub-criteria within each category:

- **Body of work**  
— work you do or have done within the information technology profession
- **Professional impact**  
— how the work you do or have done has impacted the profession, including products, policies, other professionals or members of the community
- **Standing in the community**  
— how you are viewed within the information technology profession

To become a BCS Fellow you'll need to provide evidence showing how you meet FOUR of the sub-criteria — specifically, one from each of the three categories plus an additional one from either **Body of work** or **Professional impact**. The additional statement should be for a

criterion not yet evidenced in the application, e.g. if you've already provided a statement under *Responsibility*, your additional statement must cover a different criterion.

Here's a summary of the FBCS criteria (for full details see the *Appendices*).

Body of work	Professional impact	Standing in the community
Invention and innovation	Inspiring others	Awards
Entrepreneurship	Interdisciplinary collaboration	Governance
Responsibility	(Inter)national policy making	Public influencer
Skills development	Diversity and inclusion	Assessor
Research	Mentoring and coaching	
Consultancy	Sustainability – social or environmental	
	Outreach	

## Providing your evidence

The Fellow application form is designed to help you easily present information about your experience against the four sub-criteria you select. For each one, you need to provide a written statement of **a maximum of 440 words**. Assessors will be using the assessment rubric in the *Appendices* to assess your application; we recommend you refer to it when writing your statements.

## The STAR technique

You **must** structure all your experiential statements using the STAR technique to clearly communicate your experience, with a focus on the impact and influence you've had on the IT profession or community.

<b>Situation</b>	<b>What</b> Give context for the statement. For example, describe large-scale 'problem' that needed to be addressed, whether it's at a team, department, organisation, national or international level. This should be high-level.
<b>Task</b>	<b>Why</b> Explain the impact of the problem for you, your team, the department, the organisation or society, what needed to be done to resolve it, and how your professional experience made you the right person to do it.
<b>Action</b>	<b>How</b> What aspect of the situation did you set out to resolve and how did

you approach it? Did you produce anything to aid resolution?  
Demonstrate your leadership and influencing skills here.

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## Result

### Impact

Provide tangible evidence of the outcome, e.g. qualitative or quantitative data, that shows the success of your work and how it benefited others. Explain how the result contributes to the achievement of the situation. You don't need to have solved it, only contributed its resolution in a significant way.

Your statement should open broadly, before focusing on a specific and relevant example associated with the selected criterion. Wordcount distribution should be approximately 30% for situation (S) and task (T) and 70% covering action (A) and result (R). See *Appendices* for an example of a STAR statement.

## Body of work experiential statement

Your statement for **Body of work** should describe your work in relation to the selected sub-criteria, in particular highlighting evidence of your professional achievements within the scope of the IT profession as a leader and influencer. Your evidence should **not** duplicate or appear as an extension of your CV/LinkedIn profile. Suggested content:

### Invention and innovation

Describe the invention or technique you've created and/or innovative ideas you've implemented. In addition to providing details of the invention or innovation, you must also evidence its impact. For example, the impact might be on research conducted, changes to business processes or system designs, or the purchasing or use of products in their industry.

### Entrepreneurship

Describe how and why you set up the business, along with measurable evidence of its success, e.g. profit, growth, prestige in the IT industry.

### Responsibility

Describe your seniority or authority in an organisation, department, programme, project, product, process, or the design of a system. You don't need to have any direct reports, but your experience in the role(s) should emphasise leadership skills. The focus of your statement should be on your autonomy, the impact of decisions you've made, and what you are/were accountable for.

### Research

Describe your role as a researcher in, for example, academia, product development, policy creation, system design. You should refer to the most significant published works resulting from your research and the impact they've had on the profession. Evidence of research on its own is not enough to pass this criterion — the impact is key. See the assessment rubric in the *Appendices* for examples of impact.

### Skills development

Describe your experience as a qualified educator. 'Educator' encompasses a teacher, trainer, mentor/coach, and other similar roles. Include details of the skills you develop in others, the number of people you've developed, and how your work has impacted the profession.

### Consultancy

Describe how you support businesses, as a consultant or advisor, to develop their business, systems, staff etc, through their use of technology. For example, advancing a business's data analysis system and advising on the skills that staff need to develop to use the system successfully, and perhaps delivering training for those staff.

For this category, you may also include one URL to support your position. Please ensure the linked resource is publicly accessible and does not require a login.

## Professional impact experiential statement

Your statement(s) for **Professional impact** should explain what *you* have contributed to the technology profession and the impact *you* have made.

We've not provided examples of evidence for each sub-criteria in this category as it will vary extensively from individual to individual. Depending on the criteria you choose, your statement(s) may include details such as:

- how you're using leadership, influencing, and/or specialist skills in your work
- how you use your knowledge of the profession to influence your approach
- if your example is part of a group effort, clarity around your role as a leader in that group and why your involvement was essential for the success of the piece of work
- in your position, how you demonstrate that you're a thought leader, an influencer<sup>1</sup>
- the impact of your activities within the profession, at either a business, policy or people level
  - at a business level — how the business has progressed because of your involvement, e.g. ways of working, development of staff, profit, creation of a new business or charity, etc.
  - at a policy level — the intended or unintended consequences of implementing the policy on either a business, national or international level
  - at a people level — how your work has impacted people's perception of IT, others' personal or professional development and progression, and changes within society, policy development, etc.
- if you've mentored individuals, how your involvement in their professional development changed the way they work or contributed to attainment of a promotion or changes to a business, etc; perhaps you've set up a mentoring or coaching network within your organisation to improve staff performance

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<sup>1</sup> An influencer in this context is a person with the ability to influence or put in motion, at a business or people level, changes to the perception of the profession or digital technology, develop the understanding of the profession or use of technology, and/or promote the importance of the profession and the embedment of technology in work or social life.

For this category, you may also include one URL to support your position. Please ensure the linked resource is publicly accessible and does not require a login.

## Standing in the community experiential statement

Your statement for **Standing in the community** should describe how your activity within the IT profession has led to you being invited to publicly share your expert knowledge and experience with others, and/or being awarded for the work you've done and the impact you've had. Suggested content:

### Awards

In addition to stating the award, e.g. CITP, provide evidence of how gaining that award has impacted your ability to influence the profession(als).

### Governance

In addition to stating the committee or board you're part of, evidence how your involvement has impacted the work or decisions of the committee or board.

### Public influencer

In addition to stating the media, platforms or events you've used and how you gained the opportunity to do so, evidence how your contributions have influenced the profession.

### Assessor

In addition to stating what you are an assessor of and with whom, evidence how you've used your role as an assessor to impact, e.g. the development of applicants/students, assessment within the organisation, decisions by a board or committee.

For this category, you may also include one URL to support your position, such as a link to an official certificate, conference event schedule or public register. Please ensure the linked resource is publicly accessible and does not require a login.

## Identifying your supporter

When you make your application, you'll need to provide details of **one supporter**, either work-related or a Fellow. Their role is to validate the accuracy of your evidence and verify that you're ready for Fellowship.

Choose your supporter from one of these three options:

- **BCS Fellow**
- **Fellow of another membership body<sup>2</sup>**
- **Work-related**
  - current or previous colleague/client

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<sup>2</sup> List of [Professional Bodies and Learned Societies](#) on the gov.uk website. If you're overseas, the body you are a Fellow of should have a similar body within the UK.

- working in a senior position at a similar level to you or above

Your supporter **must** also have:

- known you for a minimum of three consecutive months at some point in your career
- a professional understanding of at least one of the achievements you've stated in your application

## Submitting your application

When you're ready to make your application, go to [bcs.org/fellowship](https://bcs.org/fellowship) and follow the **Apply now** link to submit your completed application form along with your CV or LinkedIn profile and supporter details.

1. **Review All Sections:** Ensure all sections of the application are filled out completely and the Check
2. **Tick the Checklist box**

On receipt of your application, the BCS Service Delivery team will contact your supporter asking them to validate the information you've provided.

## Assessment of your application

Once our Service Delivery team has received the necessary documentation from you and your supporter, they'll send your application to a BCS assessor for review.

Following their review, you may be asked to provide further evidence and another assessor will then review your application and the additional information you've provided.

Once the assessor has decided the outcome of your application, their decision and feedback will be shared with you, along with the completed assessment rubric (see *Appendices*).

The Fellowship assessment process typically takes between 16 to 18 weeks.

## Appendices

You may find this additional information helpful when completing your application.

### 1. STAR example

#### Professional impact – Outreach

Within low-income areas across the Midlands both unemployment and digital illiteracy are high. Increasing digital literacy in these areas would improve the employment opportunities, but due to long-term unemployment many members of the community are not inspired or motivated to develop their digital skills.

As a qualified journalist with a PhD in Journalism from the University of London, 6 years as a Global Technology Editor authoring digital media articles for The Guardian, and a long-term resident of Corby, an area with an increasing unemployment rate, I decided to use my skills for the benefit of society.

I established the Digital Activist Network in 2009, a charity with the sole aim of increasing digital literacy in areas with low economic activity within the East Midlands. I liaised with borough and district councils to identify the areas with the highest unemployment and local businesses, JobCentrePlus and the East Midlands Chamber to investigate the basic digital skills required but often not evident in applications. Through the employment of 50 volunteers and a media campaign targeting the unemployed in north Nottinghamshire and Derbyshire, I created a support and digital development network to improve employability. Through local events and community workshops, the volunteers inspired and supported individuals in basic digital skill development by focusing on areas they personally wanted help with. For example, setting up their new laptop and choosing appropriate accessibility features, uploading and editing digital photos, formatting a document etc.

18 of the 30 job centres I liaised with received positive feedback from applicants about the support they'd received from the Digital Activist Network volunteers. Some members of the community have now become volunteers for the network and some of the experienced volunteers have left the network to become full-time IT trainers. In 2012 the network received the Digital Skills Initiative of the Year award from Digital Leaders 100 and, at the same event, an employee of one of the job centres won Digital Leader of the Year and directly cited the network in their application.



## 2. Detailed Fellow criteria

Here are full details of the sub-criteria that sit under the three Fellow criteria categories.

### Body of work

Sub-criteria	Descriptor
Invention and innovation	Inventions or innovation resulting in successful products, systems/applications, processes or practices.
Entrepreneurship	Creation of a successful information technology-related business, charity, or enterprise which benefits society.
Responsibility	Responsibility for the technical decisions taken and application of excellent practice for a significant area of information technology. For example, within an organisation, department, programme, project, product, process, or system design.
Research	In addition to providing evidence of a successful career in research, evidence should identify the impact of the work.
Skills development	In addition to providing evidence of a successful career in skills development, education and/or training, evidence should identify the impact of the work.
Consultancy	A thought leader who advises/assists organisations in/with the significant deployment, employment, use or development of information technology.

## Professional impact

Sub-criteria	Descriptor
Inspiring others	Inspiring and motivating others within the industry through public engagements (speaking, writing and one-to-one).
Interdisciplinary collaboration	Building networks throughout different sectors to enhance the digitalisation, information technology and BCS agendas.
(Inter)national policy making	Supporting and/or delivering policy development relevant to information technology.
Diversity and inclusion	Being a leadership champion to promote diversity and inclusion within the field. For example, formulation of policy and/or implementation of programmes intended to improve diversity and inclusion within an organisation.
Mentoring or coaching	Acting as a mentor and/or coach to develop the next generation of leaders, peers or senior execs in information technology.
Sustainability – social or environmental	Influencing the use of technology to positively impact sustainability at a social or environmental level.
Outreach	Influential at the grassroots level of the information technology community through outreach engagement activities. Acting as an ambassador for the profession, engaging communities with low digital literacy and promoting the standing of information technology as a profession.

## Standing in the community

Sub-criteria	Descriptor
Awards	Formal recognition of achievements, e.g., industry award, significant academic or corporate award, Fellow of another institute, chartered status.
Governance	Member/chair of important governing boards or committees.
Public influencer	Speaker on information technology-related topics at major events and/or influential advocate of making IT good for society, for example, through impactful content on information technology- related topics.
Assessor	An assessor for chartered or other high-level registration or membership applications for a professional governing body or institute.

### 3. Fellowship assessment rubric

#### Body of work

Body of work focuses on the work the applicant does or has done within the IT profession.

FBCS criteria	Level of competence evidenced		
	Above	Met	Insufficient evidence
Invention or innovation	<p>They've created a <b>new</b> invention, service or product or developed a new and innovative way of working that has led to <b>one</b> of the following:</p> <ul style="list-style-type: none"><li>• research into a new area</li><li>• transformation of the way their business functions</li><li>• the start of new business</li><li>• development of new systems/applications</li><li>• redefined practice within their industry/sector</li></ul>	<p>They've <b>adapted a pre-existing</b> invention, product or service or developed an innovative way of working. This has led to <b>one</b> of the following:</p> <ul style="list-style-type: none"><li>• new research by them or others</li><li>• changes to the way their business functions</li><li>• the start of new business</li><li>• development of new systems/applications</li><li>• improved practice within their industry/sector</li></ul>	<p>There's no clear evidence of the impact of their invention, product or innovative way of working. Their involvement in its development is unclear.</p>

Entrepreneur	<p>They have set up a new business or charity/non-profit organisation that has been/was active for <b>over 5 years</b>, is directly associated with the IT/digital profession, and benefits society.</p> <p>It is clear they led the setup, how their business/charity fulfils a need in the industry/sector, and how they went about setting it up.</p> <p>Its success can be measured through at least <b>one</b> of the following:</p> <ul style="list-style-type: none"> <li>• significant profit</li> <li>• significant funds raised</li> <li>• connections with clients in well-known businesses in their industry/sector</li> <li>• positive public recognition by other businesses, charities and/or government bodies</li> </ul>	<p>They've set up a new business or charity/non-profit organisation that has been/was active for <b>over 2 years</b>, impacts aspects of the IT/digital profession, and benefits society.</p> <p>It's clear how and why they led or co-led the setup of their business/charity.</p> <p>Its success can be measured through at least <b>one</b> of the following:</p> <ul style="list-style-type: none"> <li>• profit</li> <li>• funds raised</li> <li>• connections with clients in well-known businesses in their industry/sector</li> <li>• positive formal public recognition</li> </ul>	<p>They're not responsible for setting up the new business, only managing it.</p> <p>The business has been active for less than 2 years.</p> <p>The reasons for setting up the business are unclear, as is its benefit to the digital/IT profession. Evidence of the success of the business is not provided or is unclear.</p>
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Responsibility	<p>They hold/held <b>one</b> of the following positions:</p> <ul style="list-style-type: none"> <li>• C-suite role (CEO/ CTO/CIO/COO etc) within a large organisation</li> <li>• sponsor of large and/or complex portfolios/programmes</li> <li>• internationally recognised specialist in their chosen field</li> </ul> <p>They are/were responsible for making and signing off others' technical or business decisions within their business that have significant impact and are clearly evidenced.</p>	<p>They hold/held <b>one</b> of the following positions:</p> <ul style="list-style-type: none"> <li>• C-suite role (CEO/ CTO/CIO/COO etc) within a small to medium organisation</li> <li>• heading up a large programme or department</li> <li>• manager/sponsor of high-level technical projects</li> <li>• specialist for a specific product, process or system within the business</li> </ul> <p>They are/were responsible for making and signing off others' technical or business decisions within their business that have significant impact and are clearly evidenced.</p>	<p>They make decisions within their business but someone else signs them off (excluding a governing board/committee or senior management team).</p> <p>The impact of their decisions is not provided or is unclear. They hold minimal or no responsibility or accountability for the work of others, whether it's in their department or projects, and they're not considered a specialist within their business (e.g. multiple people hold their role).</p>
Research	<p>They are the lead author of academic or industrial research that has been:</p> <ul style="list-style-type: none"> <li>• cited by <b>7+</b> businesses or other publications (that have not funded the research) in the IT/digital industry/sector</li> </ul>	<p>They are the lead <b>or</b> co-author of academic or industrial research that has been:</p> <ul style="list-style-type: none"> <li>• cited by <b>3+</b> businesses or other publications (that have not funded the research) in the IT/digital industry/sector</li> </ul>	<p>They have contributed to research but not played a significant role in it (i.e. not the lead or co-author), and their H-index is below 10. Their research has not been cited by a business, within another publication, or peer reviewed.</p>

	<ul style="list-style-type: none"> <li>• peer reviewed/appears in a referee journal</li> <li>• publicly cited by a government department, agency or public body</li> </ul> <p>Impact of the research may be shown through at least <b>one</b> of the following:</p> <ul style="list-style-type: none"> <li>• an H-index of 15 or more (in Google Scholar)</li> <li>• national sample sizes that are statistically significant</li> <li>• clear impact to their industry/government/academic field's policies, systems or process designs, product development, or ways of working</li> <li>• inclusion of research in their institution's REF submission</li> <li>• principle investigator or co-investor for a successful research funding bid of £3M</li> </ul>	<ul style="list-style-type: none"> <li>• peer reviewed/appears in a referee journal</li> </ul> <p>Impact of the research may be shown through at least <b>one</b> of the following:</p> <ul style="list-style-type: none"> <li>• an H-index of 10 or more (in Google Scholar)</li> <li>• sample sizes that are statistically significant</li> <li>• clear impact to their business/institution's policies, systems or process designs, product development, or ways of working</li> <li>• inclusion of research in their institution's REF submission</li> <li>• principle investigator or co-investor for a successful research funding bid of £1M</li> </ul>	<p>The impact of their research is unclear.</p>
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<p>Skills development</p>	<p>They have a <b>qualification or 5+ years' experience</b> as a teacher, trainer, coach/mentor, manager, or other relevant role supporting the development of individuals in the IT/digital profession.</p> <p>They've clearly explained the skills they have employed and the approaches they've taken to develop others.</p> <p>Their work has positively impacted at least one of the following areas:</p> <ul style="list-style-type: none"> <li>supported the development of <b>120+</b> individuals</li> <li>developed a new skill development approach that's impacted practice across the industry</li> <li>international recognition for their teaching achievements in a notable organisation</li> </ul>	<p>They have a <b>qualification or 2–5 years' experience</b> as a teacher, trainer, coach/mentor, manager, or other relevant role supporting the development of individuals in the IT/digital profession.</p> <p>They've clearly explained the skills they have employed and the approaches they've taken to develop others.</p> <p>Their work has positively impacted at least one of the following areas:</p> <ul style="list-style-type: none"> <li>supported the development of <b>~60–120</b> individuals</li> <li>improved existing skill development approaches that have impacted the practice of others</li> <li>national recognition for their teaching achievements in a notable organisation</li> </ul>	<p>They don't hold a qualification related to skills development, and/or they've been conducting their role for less than 2 years. The number of individuals they've supported is insignificant, i.e. less than 50. The specific skills they develop in others and the impact they've had in their role is unclear.</p>
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Consultancy	<p>They've worked in a consultancy/advisory role for <b>5+ years</b> demonstrating specialist knowledge of an IT/digital product, process, system or skill development. They've collaborated with various clients to enhance their deployment, employment, usage or development of their digital/IT products, processes, systems or people.</p> <p>For example, they may have demonstrated impact through:</p> <ul style="list-style-type: none"> <li>• leading the delivery of services that have transformed how an international public or private organisation works, acts or thinks</li> <li>• producing reports that have been enacted by a government function, e.g. changes to policy and future agendas/long term plans</li> <li>• leading a consultancy practice of 50+ personnel who have demonstrated excellence recognised by an industry body</li> </ul>	<p>They've worked in a consultancy/advisory role for <b>2–5 years</b> demonstrating specialist knowledge of an IT/digital product, process, system or skill development. They've collaborated with various clients to enhance their deployment, employment, usage or development of their digital/IT products, processes, systems or people.</p> <p>For example, they may have demonstrated impact through:</p> <ul style="list-style-type: none"> <li>• leading the delivery of services that have positively changed the way a client organisation works, acts or thinks</li> <li>• producing reports that have been enacted by the client, e.g. changes to policy and future agendas/long term plans</li> <li>• leading a consultancy practice of 10+ personnel who have demonstrated excellence recognised by an industry body</li> </ul>	<p>They're not a specialist in their field of expertise, and/or their consultancy/advisory work is quite general.</p> <p>They've collaborated with fewer than 3 clients, all of whom are not well known. What they have helped their clients to enhance/improve is unclear, as is the impact they've had on them.</p>
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## Professional impact

Professional impact focuses on the impact of the work the applicant does/has done on the profession. This could be in terms of the development of products, policies, other professionals or members of the community.

	Level of competence evidenced		
FBCS criteria	Above	Met	Insufficient evidence
Inspiring others	<p>They've inspired changes to digital/IT practice in a national or international organisation through mediums such as:</p> <ul style="list-style-type: none"> <li>• public speaking</li> <li>• writing</li> <li>• mentoring/advising clients</li> </ul> <p>They've positively impacted at least <b>one</b> of the following areas:</p> <ul style="list-style-type: none"> <li>• senior leaders</li> <li>• professional institutions</li> <li>• changes in the digital/IT profession</li> </ul>	<p>They've inspired changes to the digital/IT practice in an organisation, theirs or others, by engaging through mediums such as:</p> <ul style="list-style-type: none"> <li>• public speaking</li> <li>• writing</li> <li>• mentoring/advising clients</li> </ul> <p>They've positively impacted at least <b>one</b> of the following areas:</p> <ul style="list-style-type: none"> <li>• junior professionals</li> <li>• professional institutions</li> <li>• changes in the digital/IT profession in general, within their business or externally</li> </ul>	<p>The changes they've inspired are not clear, or they're not related to digital/IT professional practice in general. How they've inspired others is unclear.</p>

Interdisciplinary collaboration	<p>They have strong knowledge of the public <b>and</b> BCS agendas for enhancing digitisation and IT, either nationally or internationally. Through their work, they've done <b>one</b> of the following:</p> <ul style="list-style-type: none"> <li>• built a network or community of <b>5+</b> businesses from different industries/sectors to advance these agendas</li> <li>• co-authored <b>5+</b> research papers relevant to the agendas with academics from another institution and discipline</li> <li>• worked on 3+ knowledge transfer partnerships (KTPs)</li> </ul> <p>The positive impact of the network/community, research or partnership is clear.</p>	<p>They have strong knowledge of the public <b>or</b> BCS agendas for enhancing digitisation and IT, either nationally or internationally. Through their work, they've done <b>one</b> of the following:</p> <ul style="list-style-type: none"> <li>• built a network or community of <b>2+</b> businesses from different industries/sectors to advance these agendas</li> <li>• co-authored <b>2+</b> research papers relevant to the agendas with academics from another institution and discipline</li> <li>• worked on 2+ knowledge transfer partnerships (KTPs)</li> </ul> <p>The positive impact of the network/community, research or partnership is clear.</p>	<p>The community or network they've established is not related to a public or BCS digital/IT agenda, or the digital/IT profession.</p> <p>The representatives within their network or the co-authors of their research paper are only from one industry/sector and/or the same institution.</p> <p>They've not worked on a knowledge transfer partnership (KTP). The impact of their work is unclear.</p>
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<p>(Inter)national policy making</p>	<p>They've had an advisory or hands-on role in the development of national or international IT/digital-related policies that impact <b>one</b> of the following:</p> <ul style="list-style-type: none"> <li>• government agendas</li> <li>• widespread practice of digital/IT professionals</li> <li>• widespread outreach work</li> <li>• digital/IT practice of businesses</li> </ul> <p>The details of their involvement in the development of the policy are clearly evidenced. Their involvement in the development is publicly documented.</p>	<p>They've had an advisory or hands-on role in the development of national or international IT/digital-related policies that impact <b>one</b> of the following:</p> <ul style="list-style-type: none"> <li>• localised business agendas</li> <li>• localised practice of digital/IT professionals</li> <li>• localised outreach work</li> <li>• digital/IT practice within their business</li> </ul> <p>The details of their involvement in the development of the policy are clearly evidenced.</p>	<p>The policies they've helped to develop are not IT/digital-related or linked to national or international agenda, either in their business or the public sphere. Their involvement and the impact of the policy is unclear.</p>
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Diversity and inclusion	<p>They have publicly promoted and engaged in national activities to improve <b>national/international</b> diversity and inclusion in the IT/digital profession. Their contributions may include <b>one</b> of the following:</p> <ul style="list-style-type: none"> <li>• policy development</li> <li>• public speaking or writing</li> <li>• widespread grassroots/outreach activities</li> <li>• collaboration with multiple businesses across different sectors</li> <li>• working with influential organisations to initiate change</li> </ul> <p>The impact of their work is clearly evidenced.</p>	<p>They have led on initiatives and engaged in localised activities to improve diversity and inclusion in the IT/digital profession. Their contributions may include one of the following:</p> <ul style="list-style-type: none"> <li>• policy development</li> <li>• public speaking or writing</li> <li>• collaboration with multiple businesses across the digital/IT industry</li> <li>• grassroots/outreach activities</li> </ul> <p>The impact of their work is clearly evidenced.</p>	<p>They've not led on initiatives directly related to diversity and inclusion in the IT/digital profession. How they have championed inclusion and diversity and the impact of their involvement is unclear.</p>
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Mentoring and coaching	<p>They have set up a mentoring/coaching network, or mentored or coached individuals or teams in senior roles, within their own business and others in the digital/IT profession.</p> <p>The impact of their involvement is clear and may include their mentee/coachee:</p> <ul style="list-style-type: none"> <li>• gaining a promotion to a C-suite position.</li> <li>• setting up a new business or business unit</li> <li>• gaining an award or public recognition</li> <li>• providing consultancy to other organisations or government</li> <li>• leading on the development of business strategy or new business</li> </ul>	<p>They have mentored or coached multiple individuals, either within their own business or others in the digital/IT profession.</p> <p>The impact of their involvement is clear and may include their mentee/coachee:</p> <ul style="list-style-type: none"> <li>• gaining a promotion to a senior executive role</li> <li>• gaining an award or public recognition</li> <li>• developing and gaining recognition for their specialist knowledge</li> <li>• becoming a mentor/coach for others</li> <li>• leading on significant projects or pieces of work across the business</li> </ul>	<p>They have mentored/coached few people, or the impact of their support is unclear. Evidence of how and what they supported others in has not been provided or the topics are not relevant to digital/IT.</p>
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Sustainability – social or environmental	<p>They have strong knowledge of the impact digital/IT has on social or environmental sustainability. They are publicly known for their contributions to the use of IT/digital to positively impact social or environmental sustainability, through their involvement in <b>one</b> of the following:</p> <ul style="list-style-type: none"> <li>• policy development</li> <li>• public speaking or writing</li> <li>• grassroots/outreach activities</li> <li>• projects focused on sustainable practice within the digital/IT profession or across sectors</li> </ul> <p>They've led on <b>national/international initiatives</b> to champion change on the use of IT/digital to positively impact social or environmental sustainability on a large scale. The impact of their work is clearly evidenced.</p>	<p>They understand the impact digital/IT has on social or environmental sustainability. They've led on initiatives to champion change on the use of IT/digital to positively impact social or environmental sustainability within their business or externally, through involvement in <b>one</b> of the following:</p> <ul style="list-style-type: none"> <li>• policy development</li> <li>• public speaking or writing</li> <li>• grassroots/outreach activities</li> <li>• projects focused on digital/IT sustainable practice within their business</li> </ul> <p>The impact of their work is clearly evidenced.</p>	<p>Their understanding of the role digital/IT plays or can play in social or environmental sustainability is weak or unclear. The initiatives they've worked on are not led by or initiated by them. The initiatives are not related to, or have had limited impact on, the use of IT/digital to impact social/environmental sustainability. How the initiative was implemented or championed, and its impact, are unclear.</p>
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Outreach	<p>They've held an influential role within a digital/IT-related charity, leading on initiatives to change the perception and use of digital/IT in local communities for the benefit of society.</p> <p>Their work has impacted digital/IT skill development across <b>more than one</b> demographic.</p> <p>They are publicly known for their contributions to the digital/IT profession at community level. The impact of their work is clear.</p>	<p>They've held an influential or ambassador-like role at grassroots level or within a charity, leading on an initiative to change the perception and use of digital/IT in local communities for the benefit of society.</p> <p>Their work has impacted digital/IT skill development across a specific demographic. The impact of their work is clear.</p>	<p>They are not involved in the work of a charity or grassroots-level activities/initiatives that relate to digital/IT. How their work benefits society from a digital/IT perspective is unclear.</p>
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## Standing in the community

Standing in the community focuses on how the applicant is viewed within the IT profession.

Level of competence evidenced			
FBCS criteria	Above	Met	Insufficient evidence
Awards	<p>They have <b>all</b> the following:</p> <ul style="list-style-type: none"> <li>a Fellow membership of another institution</li> <li>a nationally recognised IT/digital-related award for their personal work (either for a single event or career-long).</li> <li>chartered status with BCS or another institution relevant to their field of expertise</li> </ul> <p>A record of these achievements is publicly available. Clear evidence is presented on how this has supported their career.</p>	<p>They have <b>one</b> of the following:</p> <ul style="list-style-type: none"> <li>a Fellow membership of another institution</li> <li>a nationally recognised IT/digital-related award for their personal work (either for a single event or career-long)</li> <li>chartered status with BCS or another institution relevant to their field of expertise</li> </ul> <p>A record of these achievements is publicly available. Clear evidence is presented on how this has supported their career.</p>	<p>They're not a Fellow of a membership institution, they haven't received an award that is recognised beyond the business they work in, and they don't hold chartership with BCS or another institution. The impact the award has had on their practice is unclear.</p>

Governance	<p>They are <b>the Chair</b> of a governing board or committee in their business, another membership institution or other body relevant to their field of expertise.</p> <p>Evidence of their membership of said board/committee is publicly available. How they've used this role to impact the IT/digital profession is clear.</p>	<p>They are a <b>member</b> of a governing board or committee in their business, another membership institution or other body relevant to their field of expertise.</p> <p>How they've used this role to impact the IT/digital profession within their business or beyond is clear.</p>	<p>The board or committee they're part of does not have a governance focus. It is unclear how they've used their role to influence or impact the digital/IT profession, either at an organisational level or beyond.</p>
Public influencer	<p>They have been <b>all</b> of the following:</p> <ul style="list-style-type: none"> <li>• a keynote speaker at a well-known external event.</li> <li>• on the main organising committee/advisory board of one of more international conferences as a subject matter expert</li> <li>• writer of multiple pieces of content on digital/IT-related topics for a well-regarded blog, journal, etc.</li> </ul> <p>Evidence of their influence is publicly available through multiple platforms/mediums, e.g. noted on social media, blogs, articles, research papers etc.</p>	<p>They have been <b>one</b> of the following:</p> <ul style="list-style-type: none"> <li>• a speaker at multiple external events</li> <li>• on the main organising committee/advisory board of one or more national conferences as a subject matter expert</li> <li>• writer of content on digital/IT-related topics for a well-regarded blog, journal, etc.</li> </ul> <p>Evidence of their influence is publicly available through multiple platforms/mediums, e.g. noted on social media, blogs, articles, research papers etc.</p>	<p>They have only been the speaker at a few unknown events. The articles they've written are not directly related to IT/digital or they have been for unknown blogs, journals etc. Evidence of their influence is not publicly available or is limited.</p>

Assessor	<p>They are <b>all</b> of the following:</p> <ul style="list-style-type: none"> <li>an assessor for membership or chartered registration at BCS, or other membership institution/governing body relevant to their field of expertise, for <b>5+ years</b></li> <li>responsible for the development of other assessors through mentoring or training</li> </ul> <p>How they've used this role to impact the IT/digital profession is clear.</p>	<p>They've been an assessor for membership or chartered registration at BCS, or other membership institution/governing body relevant to their field of expertise, <b>for more than a year</b>.</p> <p>How they have used this role to impact the IT/digital profession is clear.</p>	<p>They are not an assessor for BCS or other membership institution/governing body or the body is not relevant to their field of expertise. Evidence of their impact as an assessor is unclear.</p>
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