

Validated Individual Skills Profile

For

Anthony Tjea

Anthony Tjea has been validated with the following SFIA responsibility levels and professional skills:

Autonomy 5
Influence 5
Complexity 5
Business Skills 7

Category	Sub Category	Skill	Code	Level	Level	Level	Level	Level	Level	Level
				1	2	3	4	5	6	7
Strategy and architecture	Information strategy	Analytics	INAN							
Strategy and architecture	Information strategy	Information content publishing	ICPM							
Strategy and architecture	Advice and guidance	Technical specialism	TECH							
Strategy and architecture	Business strategy and planning	Innovation	INOV							
Strategy and architecture	Technical strategy and planning	Solution architecture	ARCH							
Strategy and architecture	Technical strategy and planning	Data management	DATM							
Development and implementation	Systems development	Systems development management	DLMG							
Development and implementation	Systems development	Systems design	DESN							
Development and implementation	Systems development	Database design	DBDS							
Development and implementation	Systems development	Programming/software development	PROG							
Development and implementation	User experience	User experience analysis	UNAN							
Development and implementation	User experience	User experience design	HCEV							
Development and implementation	Installation and integration	Systems integration	SINT							

Skills validated by:
SFIA Accredited Consultant

Report date **Sep 01, 2016**

LEGEND

= skill level currently possessed

= some skills possessed at this level but not all

Validated Individual Skills Profile

For

Anthony Tjea

Personal Profile

Attribute	Description	Comments
Seniority	Senior Advisor	
Employment Contract	Consultant/Contractor	
Time in current role	Less than 1 Year	
Time in org	Less than 2 Years	
Recent or Current Role (provided by assessee)	Chief Solution Architect	

SFIA has been used in this assessment in 2 ways:

- To identify the level of responsibility and accountability in the current or most recent job/role held
- To assess the evidence provided and validate the current prime skills and skill levels

SFIA attainment scoring for both the level of responsibility AND professional skills is defined from level 1 through 7 as shown in the table to the right.

Matthew Burrows, a , recently validated the SFIA levels of responsibility and, skills and skill levels of Anthony Tjea, based on available evidence.

7	set strategy, inspire, mobilise
6	initiate/influence
5	ensure/advise
4	enable
3	apply
2	assist
1	follow

Validated Generic Levels of Responsibility

Attribute	Level Description	Level Achieved	No.
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.	Ensure, advise	5
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.	Ensure, advise	5
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.	Ensure, advise	5
Business Skills	Has a full range of strategic management and leadership skills. Understands, explains and presents complex ideas to audiences at all levels in a persuasive and convincing manner. Has a broad and deep business knowledge, including the activities and practices of other organisations. Communicates the potential impact of emerging practices and technologies on organisations and individuals and assesses the risks of using or not using such practices and technologies. Assesses the impact of legislation, and actively promotes compliance. Ensures that the organisation develops and mobilises the full range of required digital skills and capabilities.	Set strategy, inspire, mobilise	7

Validated Professional Skills

The descriptions shown below are those related to the highest level of 'green' core skill validated for the participant for each identified skill. All level definitions are available on the SFIA website – www.sfia-online.org

Information content publishing (ICPM) Level 5

Overall description - The evaluation and application of different publishing methods and options, recognising key features, including open source and proprietary options. The management and tuning of the processes that collect, assemble and publish information, including in unstructured and semi-structured forms, for delivery to the user at the point at which it is needed. The management of copyright, data protection and other legal issues associated with publishing and re-use of published information and data.

Level description - Develops standards and procedures to support web/digital content publishing, and manages any associated copyright or other legal issues. Takes responsibility for publishing assignments, including, for example, design of the overall structure and graphical style for substantial, complex or high-profile web sites. Understands the range of publishing options available and advises on specification and procurement, taking account of the key costs and benefits of different channels and applying objective measures of effectiveness. Selects tools, templates and standards appropriate to customer expectations (differentiating, for example, between needs such as optimisation and ease of modification). Sets design and coding standards, taking into account bandwidth and compatibility.

Technical specialism (TECH) Level 6

Overall description - The development and exploitation of expertise in any specific area of information or communications technology, technique, method, product or application area.

Level description - Provides organisational leadership and guidelines to promote the development and exploitation of specialist knowledge in the organisation.

Innovation (INOV) Level 6

Overall description - The capability to recognise and exploit business opportunities provided by information and communication technology, best practices, methods and standards, to ensure more efficient and effective performance of organisations, to explore possibilities for new ways of conducting business and organisational processes, and to establish new services or businesses.

Level description - Recognises potential strategic application of information technology capabilities. Initiates and manages investigation and development of innovative methods, practices and technology, to the benefit of organisations and the community. Plays an active and dynamic role in improving the interface between all interested parties, facilitating knowledge flow to enable sharing and development of creative ideas.

Solution architecture (ARCH) Level 6

Overall description - The design and communication of high-level structures to enable and guide the design and development of integrated solutions that meet current and future business needs. In addition to technology components, solution architecture encompasses changes to service, process, organisation, and operating models. Architecture definition must demonstrate how requirements (such as automation of business processes) are met, any requirements which are not fully met, and any options or considerations which require a business decision. The provision of comprehensive guidance on the development of, and modifications to, solution components to ensure that they take account of relevant architectures, strategies, policies, standards and practices (including security) and that existing and planned solution components remain compatible.

Level description - Leads the development of architectures for complex systems, ensuring consistency with specified requirements agreed with both external, and internal customers. Takes full responsibility for the balance between functional, service quality and systems management requirements within a significant area of the organisation. Establishes policy and strategy for the selection of systems architecture components, and coordinates design activities, promoting the discipline to ensure consistency. Ensures that appropriate standards (corporate, industry, national and international) are adhered to. Within a business change programme, manages the target design, policies and standards, working proactively to maintain a stable, viable architecture and ensure consistency of design across projects within the programme.

Systems development management (DLMG) Level 7

Overall description - The management of resources in order to plan, estimate and carry out programmes of solution development work to time, budget and quality targets and in accordance with appropriate standards, methods and procedures (including secure software development). The facilitation of improvements by changing approaches and working practices, typically using recognised models, best practices, standards and methodologies. The provision of advice, assistance and leadership in improving the quality of software development, by focusing on process definition, management, repeatability and measurement.

Level description - Sets strategy for resource management within solution development, authorises the allocation of resources for solution development programmes, and maintains an overview of the contribution of such programmes to organisational success. Continuously seeks to improve solution development processes and/or develops new approaches to achieving improvement. Liaises with client functions to establish business requirements and identifies, proposes, initiates and leads significant solution development programmes. Manages the quality and appropriateness of the work performed and delivers measurable business benefits.

Systems design (DESN) Level 5

Overall description - The specification and design of information systems to meet defined business needs in any public or private context, including commercial, industrial, scientific, gaming and entertainment. The identification of concepts and their translation into implementable design. The design or selection of components. The retention of compatibility with enterprise and solution architectures, and the adherence to corporate standards within constraints of cost, security and sustainability.

Level description - Specifies and designs large or complex systems. Selects appropriate design standards, methods and tools, consistent with agreed enterprise and solution architectures and ensures they are applied effectively. Reviews others' systems designs to ensure selection of appropriate technology, efficient use of resources, and integration of multiple systems and technology. Contributes to policy for selection of architecture components. Evaluates and undertakes impact analysis on major design options and assesses and manages associated risks. Ensures that the system design balances functional, service quality, security and systems management requirements.

Database design (DBDS) Level 6

Overall description - *The specification, design and maintenance of mechanisms for storage and access to both structured and unstructured information, in support of business information needs.*

Level description - Sets strategies for effective use of database technology taking account of the complex interrelations between hardware/software. Provides specialist expertise in the development, use or operation of database management system tools and facilities. Provides expert knowledge in the selection, provision and use of database architectures, software and facilities, typically taking responsibility for a team of technical staff.

Programming/software development (PROG) Level 5

Overall description - *The design, creation, testing and documenting of new and amended software components from supplied specifications in accordance with agreed development and security standards and processes.*

Level description - Sets local or team-based standards for programming tools and techniques, including security guidelines, and the selection of appropriate development methods. Advises on application of standards and methods and ensures compliance. Takes technical responsibility for all stages and/or iterations in a software development project, providing method specific technical advice and guidance to project stakeholders. Assigns work packages, monitors performance and manages change control dynamically, to optimise productivity. Provides advice, guidance and assistance to less experienced colleagues as required.

User experience design (HCEV) Level 3

Overall description - *The iterative development of user tasks, interaction and interfaces to meet user requirements, considering the whole user experience. Refinement of design solutions in response to user-centred evaluation and feedback and communication of the design to those responsible for implementation.*

Level description - Develops visual user experiences across digital assets (web and other digital channels). Works as part of a team to translate digital concepts into consistent graphical representations under creative direction. Supports the capture of business requirements from clients and users, and translates requirements into design briefs. Produces accessible user experiences, prototypes and final assets. Defines cost effective and efficient digital solutions, proactively resolves technical problems and ensures that technical solutions continue to meet business requirements.

Systems integration (SINT) Level 5

Overall description - *The incremental and logical integration and testing of components and/or subsystems and their interfaces in order to create operational services.*

Level description - Designs and builds integration components and interfaces. Leads practical integration work under the technical direction of the system /service designer. May contribute to the overall design of the service. May define the technical criteria for product/ component selection. Contributes to decisions about tools, methods and approaches.