

SFIA Role Profiling

Learn proven techniques and methods for creating SFIA based Role Profiles

Learn how to create and validate SFIA based Role Profiles and/or Job Descriptions using a number of different methods, tools and techniques.

This includes exploring how SFIA can assist with a range of HR and people development and management contexts.

Objectives

Having attended this course, individuals should be able to:

- understand how SFIA based Role Profiles map to other types of job descriptors
- create SFIA based role profiles from a variety of source information
- Understand the benefits and challenges of different approaches to creating role profiles
- Apply the techniques and understanding gained from creating SFIA based role profiles to assist in a range of HR and people management contexts

Course Format

Courses can be held publicly at a city-based venue, or for groups, onsite at your premises. This course can also be held online: 2 x 3 hour sessions using an instructor-led format.

Material Provided

The presentation slides, white papers, case studies and exercises will be provided, and a certificate of attendance (if requested) will be provided to attendees on completion.

Course Contents

- **Introductions**
- **Session 1**
 - Brief recap of SFIA key points
 - What is a SFIA role profile?
 - Process overview
 - Discovery step
 - Approach for creating SFIA role profiles
 - Tips / rules of thumb
- **Session 2**
 - Building role profiles from process frameworks
 - Building role profiles from existing job descriptions
- **Session 3**
 - Reviewing a job description
 - Using assessment data
 - Create a role profile from minimal information
 - Review/Socialise/Update
 - Publish and Use
- **Session 4**
 - Design considerations
 - Career pathways
 - Recruitment & selection
 - Advanced applications of SFIA role profiles
 - Tools

“SFIA does not describe roles, jobs or organisational units, but can provide building blocks to help create these.”

- SFIA6 Reference Guide

BSMimpact


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Building business value from best practice governance and management systems.

BSMimpact has the largest number of SFIA Accredited Consultants worldwide.

BSMimpact has delivered more Accredited Training globally than anyone else.

BSMimpact has representation on the SFIA Council, and led the Design of SFIA6 (June 2015).

BSMimpact are the global leader in SFIA Assessments and Validations.



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