

SFIA Role Profiling

Learn proven techniques and methods for creating SFIA-based Role Profiles

Our SFIA Role Profiling training takes participants through how to create SFIA role profiles from process documentation, evaluate existing documentation, use SFIA assessment data, and rapidly prototype SFIA role profiles.

Leveraging our extensive experience, and utilising real-life case studies, we explore how to link the outputs into career pathway development, develop interview questions, and support recruitment practices.

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

Successful completion of our Understanding SFIA course or a good working knowledge of SFIA is a requirement for all participants. This course complements our SFIA Assessor course. Additionally, many participants have benefited from attending the SFIA Deep Dive course to raise their understanding of the activities and skills in the SFIA framework.

Course Format

Course can be held publicly at a city-based venue, or for groups, onsite at your premises. One-day face-to-face instructor-led training.

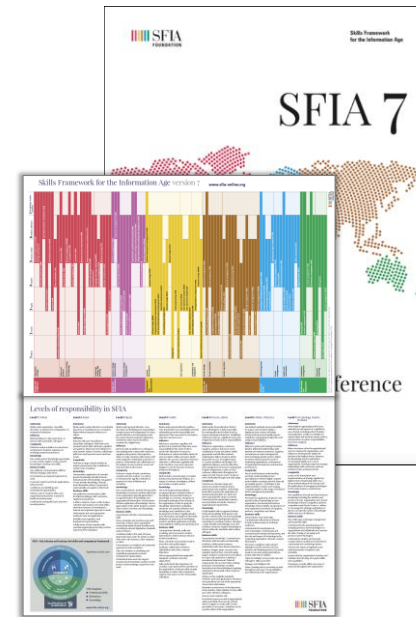
Materials Provided

Presentation slides, case studies, videos, and certificate of attendance

Course Content

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
- Creating a role profile from minimal information
- Review / Socialise / Update
- Publish and Use

Session 4

- Design considerations
- Career Pathways
- Recruitment and selection
- Advanced applications of SFIA role profiles
- Tools

The Skills Framework for the Information Age (SFIA) is an internationally accepted common language for the skills and competencies required in the realms of ICT, Digital, Information and Cyber Security, and other similar technology-dependent disciplines.

SFIA allows organisations and individuals to understand:-

“The skills that you have”

VS

“The skills that you need”

and act on the results

Professional Services

- Representation on the SFIA Council, SFIA Global Design Authority & Project Board for SFIA updates
- Most experienced team of SFIA Accredited Consultants worldwide
- Deliver more SFIA Accredited training worldwide than any other SFIA Partner
- Established in 1998
- Operating companies based in UK, Australia, and USA
- Professional Services resources in all geographies

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