

SFIA assessment report: Kevin

Assessment Status : completed

This SFIA self assessment helps you in understanding 'what skills do you have?' and at what level. The score is only one of the indicators of your competence and professional experience and should be interpreted in the context of your current role, responsibilities and accountabilities. The report has two sections:

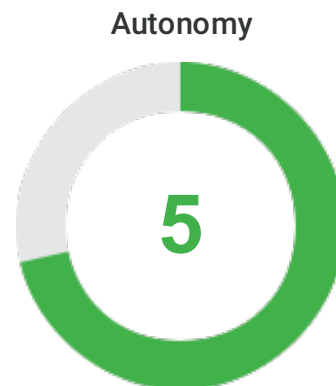
1. Your SFIA generic score -This is an indicator of your SFIA generic level along with the scores in four attributes - Autonomy, Influence, Complexity and Business Skills
2. Your core SFIA skills score - This is an indicator of relevant SFIA core skills and their levels

Note:

1. **Green** circles indicate a close fit within this level in relation to the answers given.
2. **Red** circles indicate there is a weak fit at this level in relation to the answers given.



Your SFIA generic attributes



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.

Influence



Works under general direction within a clear framework of accountability. Exercises substantial personal responsibility and autonomy. Plans own work to meet given objectives and processes.

Complexity



Works under general direction within a clear framework of accountability. Exercises substantial personal responsibility and autonomy. Plans own work to meet given objectives and processes.

Business Skill



Works under general direction. Uses discretion in identifying and responding to complex issues and assignments. Usually receives specific instructions and has work reviewed at frequent milestones. Determines when issues should be escalated to a higher level.

Your self-assessment for SFIA core skills - Programme Manager

Benefits management



Identifies specific measures and mechanisms by which benefits can be measured, and plans to activate these mechanisms at the required time. Monitors benefits against what was predicted in the business case and ensures that all participants are informed and involved throughout the change programme and fully prepared to exploit the new operational business environment once it is in place. Supports senior management to ensure that all plans, work packages and deliverables are aligned to the expected benefits and leads activities required in the realisation of the benefits of each part of the change programme.

Change implementation planning and management



Ensures that there is a business perspective on how any new technical capabilities will be integrated into the business, including planning around key business cycles, selecting appropriate customers for migration, etc. Initiates the business implementation plan, including all the activities that the business needs to do to prepare for new technical components and technologies. Ensures sites deliver site implementation plans that align with the overall plan. Tracks and reports against these activities to ensure progress. Defines and manages the activities to ensure achievement of the projected business benefits after delivery. Outlines key business engagement messages that need to be communicated throughout the programme/project.

Financial management



Advises on financial planning and budgeting. Develops financial plans and forecasts. Monitors and manages IT expenditure, ensuring that all IT financial targets are met, and examining any areas where budgets and expenditure exceed their agreed tolerances. Assists with the definition and operation of effective financial control and decision making, especially in the areas of service, projects and component cost models and the allocation and apportionment of all incurred IT costs. Analyses actual expenditure, explains variances, and advises on options in use of available budget.

IT governance



Puts in place, or confirms, staffing structures to support the work of the governing authority (board, trustees, etc) and proper relationships between the organisation and external parties. Takes responsibility for review of management processes (and decisions) and confirms that they are compliant with the organisation's strategy for corporate governance of information. Is familiar with relevant standards and the principles embedded within them. Reviews new business proposals and provides specialist advice on compliance issues. Acts as the organisation's contact for relevant regulatory authorities. Establishes policy and standards for compliance with relevant legislation.

IT management



Identifies and manages resources needed for the planning, development and delivery of specified information and communications systems services (including data, voice, text, audio and images). Influences senior level customers and project teams through change management initiatives, ensuring that the infrastructure is managed to provide agreed levels of service and data integrity. Takes full responsibility for budgeting, estimating, planning and objective setting. Plans and manages implementation of processes and procedures, tools and techniques for monitoring and managing the performance of automated systems and services, in respect of their contribution to business performance and benefits to the business, where the measure of success depends on achieving clearly stated business/financial goals and performance targets. Monitors performance and takes corrective action where necessary.

IT strategy and planning



Sets policies and standards and guidelines for how the organisation conducts IT strategy development and planning. Leads and manages the creation or review of an IT strategy which meets the requirements of the business. Develops, communicates, implements and reviews the processes which ensure that the strategic management of IT is embedded in the management and operational plans of the organisation.

Performance management



Manages individuals and groups. Allocates responsibilities and/or packages of work. Provides support and guidance as required, in line with individual's abilities. Delegates responsibilities as appropriate. Advises individuals on career paths, and encourages pro-active development of skills and capabilities. Sets performance targets, and monitors progress against agreed quality and performance criteria. Provides effective feedback, throughout the performance management cycle, to ensure optimum performance. Mentors individuals, possibly within other parts of the organisation. Participates, as appropriate, in formal processes such as compensation negotiations and disciplinary procedures.

Project management



Takes full responsibility for the definition, documentation and successful completion of complex projects (typically with significant business, political, or high-profile impact, and high-risk dependencies). Selects methods and tools, using iterative techniques where appropriate, ensuring that effective project control, change control, risk management and testing processes are maintained. Monitors and controls resources, revenue and capital costs against the project budget and manages expectations of all project stakeholders.