

Profile title		DEVELOPER ROLE		(6)
<b>Summary statement</b>		Designs and/ or codes components to meet solution specifications.		
<b>Mission</b>		Ensures building and implementing of ICT applications. Contributes to low-level design. Writes code to ensure optimum efficiency and functionality and user experience.		
<b>Deliverables</b>		<b>Accountable</b>	<b>Responsible</b>	<b>Contributor</b>
		<ul style="list-style-type: none"> <li>Documented Code</li> </ul>	<ul style="list-style-type: none"> <li>Software Component</li> </ul>	<ul style="list-style-type: none"> <li>Software Design Description</li> <li>Test Procedure</li> <li>User Experience Design</li> </ul>
<b>Main task/s</b>		<ul style="list-style-type: none"> <li>Develop engineer and integrate components</li> <li>Follow user experience guidelines</li> <li>Aware of and address known security vulnerabilities, applying security by design</li> <li>Shape documentation</li> <li>Provide advanced, component technical support</li> <li>Resolve issues prior to and following testing</li> </ul>		

The table above is an extract from *European ICT professionals role profiles* Ref. No. CWA 16458-1:2018 E © 2018 CEN

The following pages map SFIA skills and competency levels to the role profile. There are 2 parts to the mapping:

• **The Level of responsibility.**

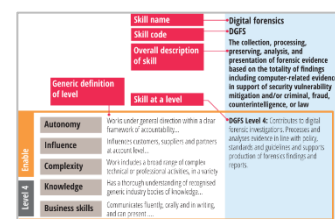
A common language is used to describe levels of responsibility across roles in all professional disciplines. The SFIA Framework consists of seven levels of responsibility; Level 1, the lowest, to Level 7, the highest. The levels describe the behaviours, values, knowledge and characteristics that an individual should have in order to be identified as competent at the level. Each of the levels is also labelled with a phrase to summarise the level of responsibility.

Level 7	Set strategy, inspire, mobilise
Level 6	Initiate, influence
Level 5	Ensure, advise
Level 4	Enable
Level 3	Apply
Level 2	Assist
Level 1	Follow

• **The Professional skills.**

SFIA 7 consists of 102 professional skills. Each skill description is made up of an overall definition of the skill and a description of the skill at each of up to seven levels.

The skill level descriptions provide a detailed definition of what it means to practice the skill at each level of competency. The skill level descriptions are aligned to the 7 levels of responsibility which ensures consistency throughout the SFIA framework making it solid and robust across professional disciplines.



## EU ICT Developer role (6) (NB this could be a multi-level role)

### SFIA Generic Responsibility Levels for the Role

#### Autonomy - Level 4

- 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

#### Influence - Level 4

- Influences customers, suppliers and partners at account level
- May have some responsibility for the work of others and for the allocation of resources
- Participates in external activities related to own specialism
- Makes decisions which influence the success of projects and team objectives
- Collaborates regularly with team members, users and customers
- Engages to ensure that user needs are being met throughout

#### Complexity - Level 4

- Work includes a broad range of complex technical or professional activities, in a variety of contexts
- Investigates, defines and resolves complex issues

#### Knowledge - Level 4

- Has a thorough understanding of recognised generic industry bodies of knowledge and specialist bodies of knowledge as necessary
- Has gained a thorough knowledge of the domain of the organisation
- Is able to apply the knowledge effectively in unfamiliar situations and actively maintains own knowledge and contributes to the development of others
- Rapidly absorbs new information and applies it effectively
- Maintains an awareness of developing practices and their application and takes responsibility for driving own development

#### Business Skills - Level 4

- Communicates fluently, orally and in writing, and can present complex information to both technical and non-technical audiences
- Plans, schedules and monitors work to meet time and quality targets
- Facilitates collaboration between stakeholders who share common objectives
- Selects appropriately from applicable standards, methods, tools and applications
- Fully understands the importance of security to own work and the operation of the organisation
- Seeks specialist security knowledge or advice when required to support own work or work of immediate colleagues

## EU ICT Developer role (6) *(NB this could be a multi-level role)*

### SFIA Professional Skills for the Role

Core - all people performing this job will need this skill. Optional - some people performing this job will need the skill.

#### Core: Software design @ Level 3

- Undertakes complete design of moderately complex software applications or components applying agreed standards, patterns and tools
- Assists as part of a team on design of components of larger software systems
- Specifies user/system interfaces
- Creates multiple design views to address the concerns of the various stakeholders of the design and to handle separately functional and non functional requirements
- Assists in the evaluation of options and trade-offs
- Collaborates in reviews of work with others as appropriate

#### Core: Programming/software development @ Level 4

- Designs, codes, verifies, tests, documents, amends and refactors complex programs/scripts and integration software services
- Contributes to selection of the software development approach for projects, selecting appropriately from plan-driven/predictive approaches or more adaptive (iterative and agile) approaches
- Applies agreed standards and tools, to achieve a well-engineered result
- Participates in reviews of own work and leads reviews of colleagues' work

#### Core: Testing @ Level 3

- Reviews requirements and specifications, and defines test conditions
- Designs test cases and test scripts under own direction, mapping back to pre-determined criteria, recording and reporting outcomes
- Analyses and reports test activities and results
- Identifies and reports issues and risks associated with own work

#### Core: Problem management @ Level 3

- Investigates problems in systems, processes and services
- Assists with the implementation of agreed remedies and preventative measures

#### Optional: Systems integration and build @ Level 2

- Produces software builds from software source code
- Conducts tests as defined in an integration test specification, records the details of any failures
- Analyses and reports on integration test activities and results
- Identifies and reports issues and risks

#### Optional: Data modelling and design @ Level 2

- Applies data analysis, design, and modelling techniques to establish, modify or maintain a data structure and its associated components (entity descriptions, relationship descriptions, attribute definitions)