SFIA version 9 BETA – Summary Chart

Strategy and architecture

Strategy and planning
Skill	Code	1	2	3	4	5	6	7
Strategic planning	ITSP				4	5	6	7
Information systems coordination	ISCO						6	7
Information management	IRMG			3	4	5	6	7
Enterprise and business architecture	STPL					5	6	7
Solution architecture	ARCH				4	5	6	
Innovation	INOV					5	6	7
Emerging technology monitoring	EMRG				4	5	6	
Formal research	RSCH		2	3	4	5	6	
Sustainability	SUST				4	5	6	

Financial and value management
Skill	Code	1	2	3	4	5	6	7
Financial management	FMIT				4	5	6	
Investment appraisal	INVA				4	5	6	
Benefits management	BENM			3	4	5	6	
Budgeting and forecasting [prototype]	BUDF		2	3	4	5	6	
Financial analysis [prototype]	FIAN		2	3	4	5	6	
Cost management [prototype]	COMG		2	3	4	5	6	
Demand management	DEMM				4	5	6	
Measurement	MEAS		2	3	4	5	6	

Security and privacy
Skill	Code	1	2	3	4	5	6	7
Information security	SCTY		2	3	4	5	6	7
Information assurance	INAS		2	3	4	5	6	7
Information and data compliance	PEDP				4	5	6	
Vulnerability research	VURE		2	3	4	5	6	
Threat intelligence	THIN		2	3	4	5	6	

Governance, risk and compliance
Skill	Code	1	2	3	4	5	6	7
Governance	GOVN						6	7
Risk management	BURM		2	3	4	5	6	7
AI and data ethics [prototype]	AIDE			3	4	5	6	
Audit	AUDT		2	3	4	5	6	7
Quality management	QUMG		2	3	4	5	6	7
Quality assurance	QUAS		2	3	4	5	6	

Advice and guidance
Skill	Code	1	2	3	4	5	6	7
Consultancy	CNSL				4	5	6	7
Specialist advice	TECH				4	5	6	
Methods and tools	METL		2	3	4	5	6	

Change and transformation

Change implementation
Skill	Code	1	2	3	4	5	6	7
Portfolio management	POMG					5	6	7
Programme management	PGMG						6	7
Project management	PRMG				4	5	6	7
Portfolio, programme and project support	PROF		2	3	4	5	6	
Delivery management [prototype]	DEMG			3	4	5	6	

Change analysis
Skill	Code	1	2	3	4	5	6	7
Business situation analysis	BUSA		2	3	4	5	6	
Feasibility assessment	FEAS		2	3	4	5	6	
Requirements definition and management	REQM		2	3	4	5	6	
Business modelling	BSMO		2	3	4	5	6	
Acceptance testing	BPTS		2	3	4	5	6	

Change planning
Skill	Code	1	2	3	4	5	6	7
Business process improvement	BPRE		2	3	4	5	6	
Organisational capability development	OCDV					5	6	7
Organisation design and implementation	ORDI				4	5	6	7
Organisational change management	CIPM		2	3	4	5	6	
Job analysis and design [prototype]	JADN			3	4	5		
Organisational change enablement [prototype]	OCEN				4	5	6	

Development and implementation

Systems development
Skill	Code	1	2	3	4	5	6	7
Product management	PROD		2	3	4	5	6	
Systems development management	DLMG				4	5	6	7
Systems and software life cycle engineering	SLEN				4	5	6	7
Systems design	DESN		2	3	4	5	6	
Software design	SWDN		2	3	4	5	6	
Network design	NTDS		2	3	4	5	6	
Infrastructure design [prototype]	IFDN		2	3	4	5	6	
Hardware design	HWDE		2	3	4	5	6	
Programming/software development	PROG		2	3	4	5	6	
Systems integration and build	SINT		2	3	4	5	6	
Functional testing	TEST	1	2	3	4	5	6	
Non-functional testing	NFTS	1	2	3	4	5	6	
Process testing	PRTS	1	2	3	4	5	6	
Software configuration	PORT		2	3	4	5	6	
Real-time/embedded systems development	RESD		2	3	4	5	6	
Safety engineering	SFEN		2	3	4	5	6	
Safety assessment	SFAS				4	5	6	
Radio frequency engineering	RFEN		2	3	4	5	6	
Animation development	ADEV		2	3	4	5	6	

Data and analytics
Skill	Code	1	2	3	4	5	6	7
Data management	DATM		2	3	4	5	6	
Data modelling and design	DTAN		2	3	4	5		
Database design	DBDS		2	3	4	5		
Data analytics	DAAN		2	3	4	5	6	7
Data science	DATS		2	3	4	5	6	
Machine learning	MLNG		2	3	4	5	6	
Business intelligence	BINT		2	3	4	5		
Data engineering	DENG		2	3	4	5	6	
Data visualisation	VISL		2	3	4	5		

User centred design
Skill	Code	1	2	3	4	5	6	7
User research	URCH		2	3	4	5	6	
User experience analysis	UNAN		2	3	4	5		
User experience design	HCEV		2	3	4	5	6	
User experience evaluation	USEV		2	3	4	5	6	
Accessibility and inclusion [prototype]	ACIN		2	3	4	5	6	

Content management
Skill	Code	1	2	3	4	5	6	7
Content design and authoring	INCA	1	2	3	4	5	6	
Content publishing	ICPM	1	2	3	4	5	6	
Knowledge management	KNOW		2	3	4	5	6	7

Computational science
Skill	Code	1	2	3	4	5	6	7
Scientific modelling	SCMO				4	5	6	7
Numerical analysis	NUAN				4	5	6	7
High-performance computing	HPCC				4	5	6	7

People and skills

People management
Skill	Code	1	2	3	4	5	6	7
Performance management	PEMT				4	5	6	
Employee experience	EEXP				4	5	6	
Organisational facilitation	OFCL				4	5	6	
Professional development	PDSV				4	5	6	
Workforce planning	WFPL				4	5	6	
Resourcing	RESC		2	3	4	5	6	

Skills management
Skill	Code	1	2	3	4	5	6	7
Learning and development management	ETMG		2	3	4	5	6	7
Learning design and development	TMCR		2	3	4	5		
Learning delivery	ETDL		2	3	4	5		
Competency assessment	LEDA		2	3	4	5	6	
Certification scheme operation	CSOP		2	3	4	5	6	
Teaching	TEAC		2	3	4	5	6	7
Subject formation	SUBF				4	5	6	7

Delivery and operation

Technology management
Skill	Code	1	2	3	4	5	6	7
Technology service management	ITMG					5	6	7
Application support	ASUP		2	3	4	5		
IT infrastructure operations	ITOP	1	2	3	4	5		
System software administration	SYSP		2	3	4	5		
Network support	NTAS		2	3	4	5		
Systems installation and removal	HSIN	1	2	3	4	5		
Configuration management	CFMG		2	3	4	5	6	
Release management	RELM		2	3	4	5	6	
Storage management	STMG		2	3	4	5	6	
Facilities management	DCMA		2	3	4	5	6	

Service management
Skill	Code	1	2	3	4	5	6	7
Service level management	SLMO		2	3	4	5	6	7
Service catalogue management	SCMG		2	3	4	5		
Availability management	AVMT				4	5	6	
Continuity management	COPL		2	3	4	5	6	
Capacity management	CPMG		2	3	4	5	6	
Incident management	USUP	1	2	3	4	5		
Problem management	PBMG		2	3	4	5	6	
Change control	CHMG		2	3	4	5	6	
Asset management	ASMG		2	3	4	5	6	
Service acceptance	SEAC			3	4	5	6	

Security services
Skill	Code	1	2	3	4	5	6	7
Identity and access management	IAMT		2	3	4	5	6	
Security operations	SCAD	1	2	3	4	5	6	
Vulnerability assessment	VUAS		2	3	4	5		
Digital forensics	DGFS		2	3	4	5	6	
Penetration testing	PENT		2	3	4	5	6	

Data and records operations
Skill	Code	1	2	3	4	5	6	7
Records management	RMGT	1	2	3	4	5		
Analytical classification and coding	ANCC		2	3	4	5	6	
Database administration	DBAD		2	3	4	5		

Relationships and engagement

Stakeholder management
Skill	Code	1	2	3	4	5	6	7
Sourcing	SORC		2	3	4	5	6	7
Supplier management	SUPP		2	3	4	5	6	7
Contract management	ITCM		2	3	4	5	6	7
Stakeholder relationship management	RLMT				4	5	6	7
Customer service support	CSMG		2	3	4	5	6	
Business administration	ADMN	1	2	3	4	5	6	

Sales and bid management
Skill	Code	1	2	3	4	5	6	7
Bid/proposal management	BIDM			3	4	5	6	
Selling	SALE			3	4	5	6	
Sales support	SSUP	1	2	3	4	5	6	

Marketing
Skill	Code	1	2	3	4	5	6	7
Marketing management	MKTG					5	6	7
Market research	MRCH			3	4	5	6	
Brand management	BRMG				4	5	6	
Customer Experience	CEXP		2	3	4	5	6	
Customer engagement and loyalty	CELO			3	4	5		
Marketing campaign management	MKCM			3	4	5		

SFIA Levels of responsibility

SFIA's attributes of Autonomy, Influence and Complexity are the key to determining level of impact, responsibility and accountability. Click the SFIA level to find the details.

SFIA Level 1 Follow	SFIA Level 2 Assist	SFIA Level 3 Apply	SFIA Level 4 Enable	SFIA Level 5 Ensure, advise	SFIA Level 6 Initiate, influence	SFIA Level 7 Set strategy, inspire, mobilise
Follows instructions, completes routine tasks under close supervision, and requires guidance. Learns and applies basic skills and knowledge.	Assists and supports others, works under routine supervision, and uses discretion to solve routine problems. Actively learns through training and on-the-job experiences.	Performs varied tasks, including complex and non-routine, using standard methods. Plans and manages own work, exercises discretion, and meets deadlines. Proactively enhances skills and impact in the workplace.	Performs diverse complex activities, supports and supervises others, works autonomously under general direction, and contributes expertise to deliver team objectives.	Accountable for achieving workgroup objectives and managing work from analysis to execution and evaluation. Provides authoritative guidance in their field and works under broad direction.	Influences the organisation significantly, makes high-level decisions, shapes policies, demonstrates thought leadership, fosters collaboration, and accepts accountability for strategic initiatives and outcomes.	Determines overall organisational vision and strategy, operates at the highest level, and assumes accountability for overall success.

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