

Sustainable technology & GreenOps

The global skills and competency framework for the digital world

Sustainability strategy, governance and accountability

		1	2	3	4	5	6	7
Sustainability	SUST				4	5	6	
Strategic planning	ITSP				4	5	6	7
Governance	GOVN							6 7
Risk management	BURM		2	3	4	5	6	7
Portfolio management	POMG				5	6		7
Stakeholder relationship management	RLMT				4	5	6	7
Artificial intelligence (AI) and data ethics	AIDE			3	4	5	6	

Sustainability data, reporting and assurance

		1	2	3	4	5	6	7
Data management	DATM		2	3	4	5	6	
Data modelling and design	DTAN		2	3	4	5		
Data analytics	DAAN		2	3	4	5	6	7
Business intelligence	BINT		2	3	4	5		
Data visualisation	VISL		2	3	4	5		
Information management	IRMG			3	4	5	6	7
Information and data compliance	PEDP				4	5	6	
Measurement	MEAS		2	3	4	5	6	
Audit	AUDT		2	3	4	5	6	7
Quality management	QUMG		2	3	4	5	6	7

Sustainable sourcing, supplier and asset lifecycle management

		1	2	3	4	5	6	7
Supplier management	SUPP		2	3	4	5	6	7
Sourcing	SORC		2	3	4	5	6	7
Contract management	ITCM		2	3	4	5	6	7
Asset management	ASMG		2	3	4	5	6	
Configuration management	CFMG		2	3	4	5	6	

Sustainability specialists need specialised skills in sustainable technology and green operations, and also a range of other skills which are re-useable in the wider organisational context.

For professionals outside of the sustainability domain, a foundational understanding of sustainability principles is necessary, complementing their role-specific knowledge. They need the skills for their own specialism and the know-how to apply sustainable working practices within their roles. E.g. for infrastructure operations, architecture and design, procurement, financial management.

If you can't find a skill you are looking for, try the full SFIA framework

Value, financial and investment management

		1	2	3	4	5	6	7
Financial management	FMIT				4	5	6	
Investment appraisal	INVA				4	5	6	
Financial analysis	FIAN		2	3	4	5	6	
Cost management	COMG		2	3	4	5	6	
Budgeting and forecasting	BUDF		2	3	4	5	6	
Demand management	DEMM				4	5	6	
Benefits management	BENM			3	4	5	6	

Green operations and optimisation

		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		
Infrastructure operations	ITOP	1	2	3	4	5		
Capacity management	CPMG		2	3	4	5	6	
Facilities management	DCMA		2	3	4	5	6	
Storage management	STMG		2	3	4	5	6	
Availability management	AVMT			3	4	5	6	
Application support	ASUP		2	3	4	5		
Release management	RELM		2	3	4	5	6	
Problem management	PBMG		2	3	4	5		
Change control	CHMG		2	3	4	5	6	
Emerging technology monitoring	EMRG				4	5	6	

Sustainability capability, change and adoption

		1	2	3	4	5	6	7
Programme management	PGMG						6	7
Project management	PRMG				4	5	6	7
Workforce planning	WFPL				4	5	6	
Job analysis and design	JADN			3	4	5		
Organisational capability development	OCDV					5	6	7
Competency assessment	LEDA		2	3	4	5	6	
Learning design and development	TMCR		2	3	4	5		
Professional development	PDSV				4	5	6	
Organisational change management	CIPM		2	3	4	5	6	
Organisational change enablement	OCEN				4	5	6	
Knowledge management	KNOW		2	3	4	5	6	7
Learning and development management	ETMG		2	3	4	5	6	7
Learning delivery	ETDL		2	3	4	5		

Sustainable architecture, planning and design

		1	2	3	4	5	6	7
Requirements definition and management	REQM		2	3	4	5	6	
Business situation analysis	BUSA		2	3	4	5	6	
Feasibility assessment	FEAS		2	3	4	5	6	
Product management	PROD		2	3	4	5	6	
Business process improvement	BPRE		2	3	4	5	6	7
Innovation management	INOV					5	6	7
Enterprise and business architecture	STPL					5	6	7
Systems and software lifecycle engineering	SLEN			3	4	5	6	7
Solution architecture	ARCH				4	5	6	
Infrastructure design	IFDN		2	3	4	5	6	
Hardware design	HWDE		2	3	4	5	6	
Systems design	DESN		2	3	4	5	6	
Software design	SWDN		2	3	4	5	6	
Programming/software development	PROG		2	3	4	5	6	
Non-functional testing	NFTS	1	2	3	4	5	6	

Generic attributes

Attributes		1	2	3	4	5	6	7
Autonomy	AUTO	1	2	3	4	5	6	7
Complexity	COMP	1	2	3	4	5	6	7
Influence	INFL	1	2	3	4	5	6	7
Knowledge	KNGE	1	2	3	4	5	6	7

Business skills/Behavioural factors		1	2	3	4	5	6	7
Collaboration	COLL	1	2	3	4	5	6	7
Communication	COMM	1	2	3	4	5	6	7
Improvement mindset	IMPM	1	2	3	4	5	6	7
Creativity	CRTY	1	2	3	4	5	6	7
Decision-making	DECM	1	2	3	4	5	6	7
Digital mindset	DIGI	1	2	3	4	5	6	7
Leadership	LEAD	1	2	3	4	5	6	7
Learning and development	LADV	1	2	3	4	5	6	7
Planning	PLAN	1	2	3	4	5	6	7
Problem-solving	PROB	1	2	3	4	5	6	7
Adaptability	ADAP	1	2	3	4	5	6	7
Security, privacy and ethics	SCPE	1	2	3	4	5	6	7

SFIA provides a structured and consistent approach to defining sustainability and GreenOps skills. Each skill is clearly described, supplemented by guidance notes, and detailed level-by-level practice descriptions that align with the framework's 7 levels of responsibility. This uniform structure ensures ease of navigation and understanding, seamlessly integrating professional skills with behavioural factors to outline comprehensive role expectations. The consistent detail across all levels ensures robustness, allowing for precise skills and competency assessment. The clarity in describing the nuances of sustainability and GreenOps roles at every responsibility level makes it invaluable for developing and benchmarking environmental sustainability capabilities within an organisation.

	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
SFIA Levels of responsibility	Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work. Learns and applies basic skills and knowledge.	Provides assistance to others, works under routine supervision, and uses their discretion to address routine problems. Actively learns through training and on-the-job experiences.	Performs varied tasks, sometimes complex and non-routine, using standard methods and procedures. Works under general direction, exercises discretion, and manages own work within deadlines. Proactively enhances skills and impact in the workplace.	Performs diverse complex activities, supports and guides others, delegates tasks when appropriate, works autonomously under general direction, and contributes expertise to deliver team objectives.	Provides authoritative guidance in their field and works under broad direction. Accountable for delivering significant work outcomes, from analysis through execution to evaluation.	Influences the organisation significantly, makes high-level decisions, shapes policies, demonstrates thought leadership, fosters collaboration, and accepts accountability for strategic initiatives and outcomes.	Operates at the highest organisational level, determines overall organisational vision and strategy, and assumes accountability for overall success.
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.							