

Illustrative levelled role families for NICE Oversight and Governance Work roles 1.0.0

Illustrative Levelled Role Families The levelled role families presented here are illustrative examples and are not prescriptive. Of course, no single employer is likely to have all of these roles at all the levels shown. The specific roles, levels, and job families will vary depending on the size, structure, and needs of each organization. Smaller organizations may have fewer distinct roles and levels, while larger organizations may have a more extensive range of specialized roles and levels. The SFIA levels used in this illustration serve as a guide and provide a common reference point. However, employers will typically have their own job grading methods and career frameworks that align with their unique organizational context and requirements.

It is important to understand that the purpose of role/job levelling is not to establish a rigid hierarchy but rather to enable several key benefits. These benefits include:
 1. Clarity in career progression pathways for employees
 2. Consistency in job expectations and responsibilities across the organization
 3. Alignment of compensation and rewards with the level of contribution and value delivered by each role
 4. Identification of skill gaps and development opportunities to support workforce planning and talent management
 By providing a structured approach to job levelling, organizations can foster a fair, transparent, and effective framework for managing their workforce and supporting the growth and development of their employees.

| NICE Oversight and Governance Work roles 1.0.0 | 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 |
|---|--|---|--|--|---|--|---|
| Responsibility, accountability and impact. | 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 their skills and impact. | 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. |
| Communications Security (COMSEC) | | | | | COMSEC Manager SFIA 5 | Senior COMSEC Manager SFIA 6 | |
| Cybersecurity Policy and Planning | | | | | | Cyber Policy and Strategy Planner SFIA 6 | |
| Cybersecurity Workforce Management | | | | Cyber Workforce Developer SFIA 4 | Senior Cyber Workforce Developer SFIA 5 | Cyber Workforce Manager SFIA 6 | |
| Cybersecurity Curriculum Development | | | | Cyber Instructional Curriculum Developer SFIA 4 | Senior Cyber Instructional Cur Developer SFIA 5 | | |
| Cybersecurity Instruction | | | Cyber Instructor SFIA 3 | Senior Cyber Instructor SFIA 4 | Lead Cyber Instructor SFIA 5 | | |
| Cybersecurity Legal Advice | | | | Cyber Legal Advisor SFIA 4 | Senior Cyber Legal Advisor SFIA 5 | | |
| Executive Cybersecurity Leadership | | | | | | | Chief Information Security Officer SFIA 7 |
| Privacy Compliance | | | | Privacy Officer SFIA 4 | Senior Privacy Officer SFIA 5 | Chief Privacy Officer SFIA 6 | |
| Product Support Management | | | Product Support Manager SFIA 3 | Senior Product Support Manager SFIA 4 | Lead Product Support Manager SFIA 5 | | |
| Program Management | | | | | | Program Manager SFIA 6 | |
| Secure Project Management | | | | IT Project Manager SFIA 4 | Senior IT Project Manager SFIA 5 | Head of IT Project Management SFIA 6 | |
| Security Control Assessment | | | Security Control Assessor SFIA 3 | Senior Security Control Assessor SFIA 4 | Lead Security Control Assessor SFIA 5 | | |
| Systems Authorization | | | | | | Authorizing Official/Designating Rep SFIA 6 | Senior Authorizing Official/Desig Rep SFIA 7 |
| Systems Security Management | | | | | Information Systems Security Manager SFIA 5 | Senior InfoSys Security Manager SFIA 6 | |
| Technology Portfolio Management | | | | | IT Investment/Portfolio Manager SFIA 5 | Senior IT Investment/Portfolio Manager SFIA 6 | |
| Technology Program Auditing | | | Technology Program Auditor SFIA 3 | Senior Technology Program Auditor SFIA 4 | Lead Technology Program Auditor SFIA 5 | | |