



*SFIA defines the skills and competencies required by professionals who design, develop, implement, manage and protect the data and technology that power the digital world.*

# SFIA 9 Beta

-

## Introduction

### SFIA Foundation

Peter Leather  
[updates@sfia-online.org](mailto:updates@sfia-online.org)  
[LinkedIn](#)

Ian Seward  
[ops@sfia-online.org](mailto:ops@sfia-online.org)  
[LinkedIn](#)

(Poll Q1, Q2)

# 1. Introductions and Background

## Presenters:

Peter Leather – Update Manager

[updates@sfia-online.org](mailto:updates@sfia-online.org)

LinkedIn

Ian Seward – General Manager

[ops@sfia-online.org](mailto:ops@sfia-online.org)

LinkedIn

## Design Authority and Panel:

Grant Nicholson

Miroslav Pavlovic

Matthew Burrows

Penny Coulter

Daniel Merriott

Phil Lovell

Ralph Göeckel

Peter Leather

Andy Thomson

Ian Seward

1. About this webinar
  - Introductions and Background
2. The SFIA update process
3. Why we release a beta version
4. What hasn't changed
5. What has changed for SFIA 9
  - Evolution not Revolution
  - Core Framework – content and readability
  - Tools and Resources
6. How to find SFIA 9 beta and how to provide feedback

**Independent Global Not-for-Profit Foundation – *driven by industry and employers:***

Purpose

To enable greater capability and capacity within the global digital workforce

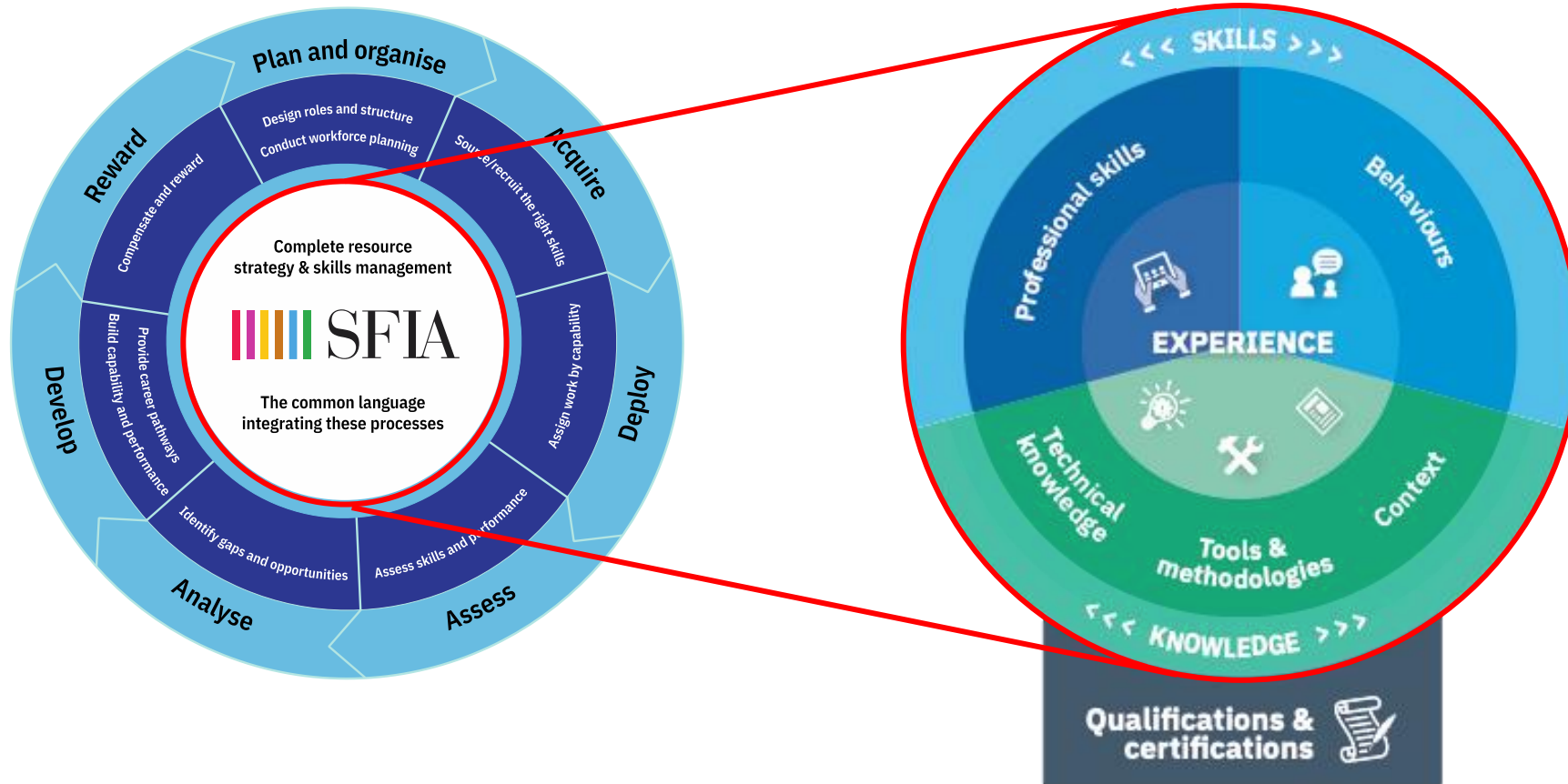
1. Active stewardship of the global skills and competency framework and its ecosystem to meet the needs of professionals and employers

2. Increase visibility and adoption of SFIA globally

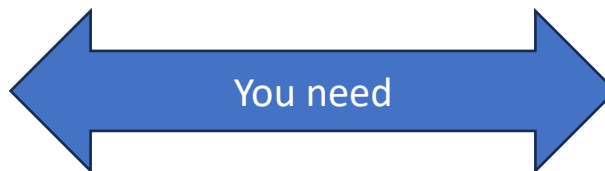
3. Facilitate effective use and consumption of SFIA via an engaged community and supporting ecosystem

4. Ensure sufficient and sustainable funding to deliver the strategic imperatives

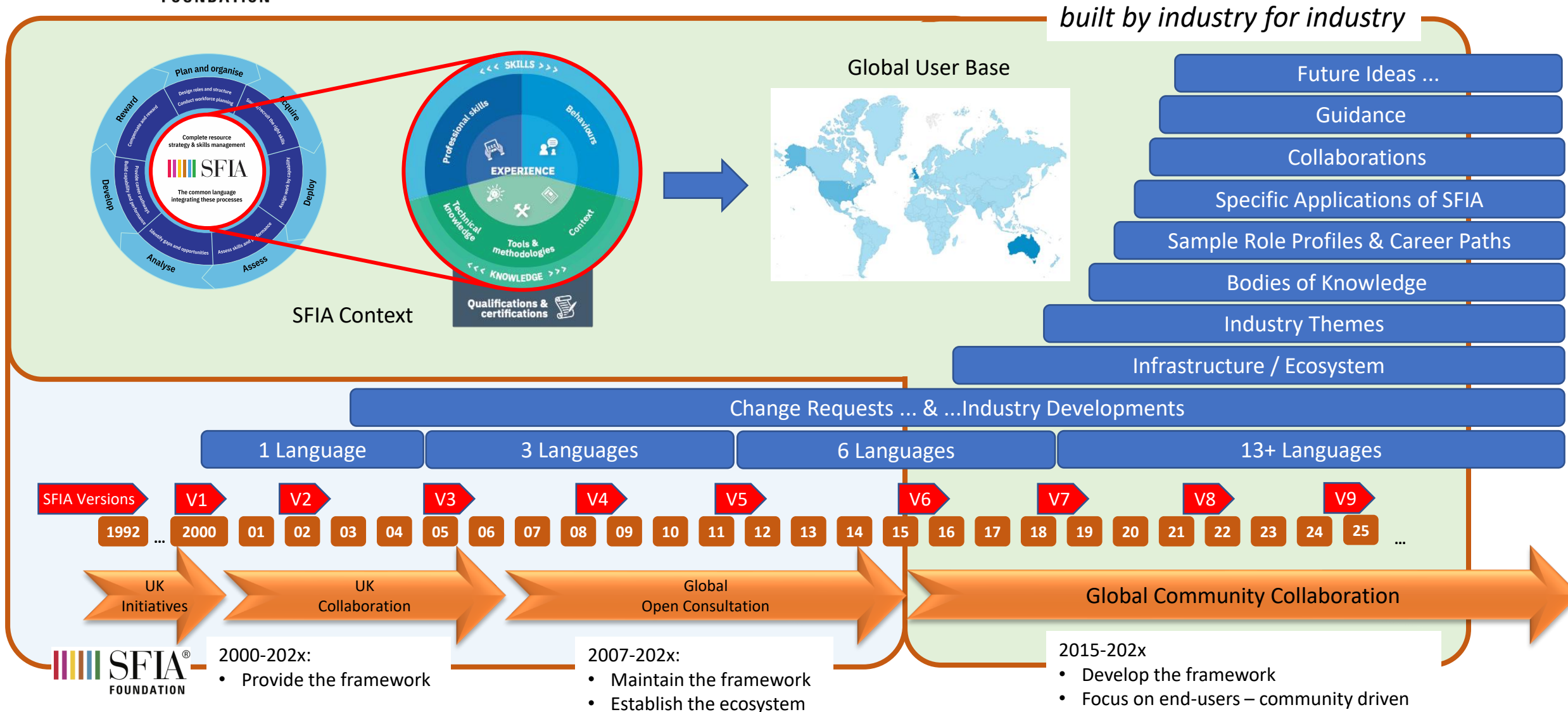
Purpose: To enable greater capability and capacity within the global digital workforce



To develop greater capability and capacity within the global digital workforce



A straightforward, generic skills and competency framework that reflects what is found in industry



**A constant ... 24-Year Track Record and Sustainability**  
 → Reliability, Confidence and Trust ...

*... an engaged community builds more and wants more ...*

## 2. The SFIA update process

# Open Consultation with industry and employers

**We listen to what industry wants ...**

- Themes
- Workshops
- Direct input from industry end users
- Dialogue with industry bodies
- Input from SFIA Council
- Input from SFIA Design Authority
- Learning from SFIA 8
- Research into industry trends
- Change Requests

**We work out the options for what SFIA can do ...**

For example:

- Changes to the SFIA Framework
- Develop / refine SFIA Guidance Material
- Enhanced (website) Presentation
- Provide additional user assets
- Do nothing – and explain why

Update core  
framework - SFIA 9

Update / Develop  
“Help and resources”

Working Groups

Volunteers

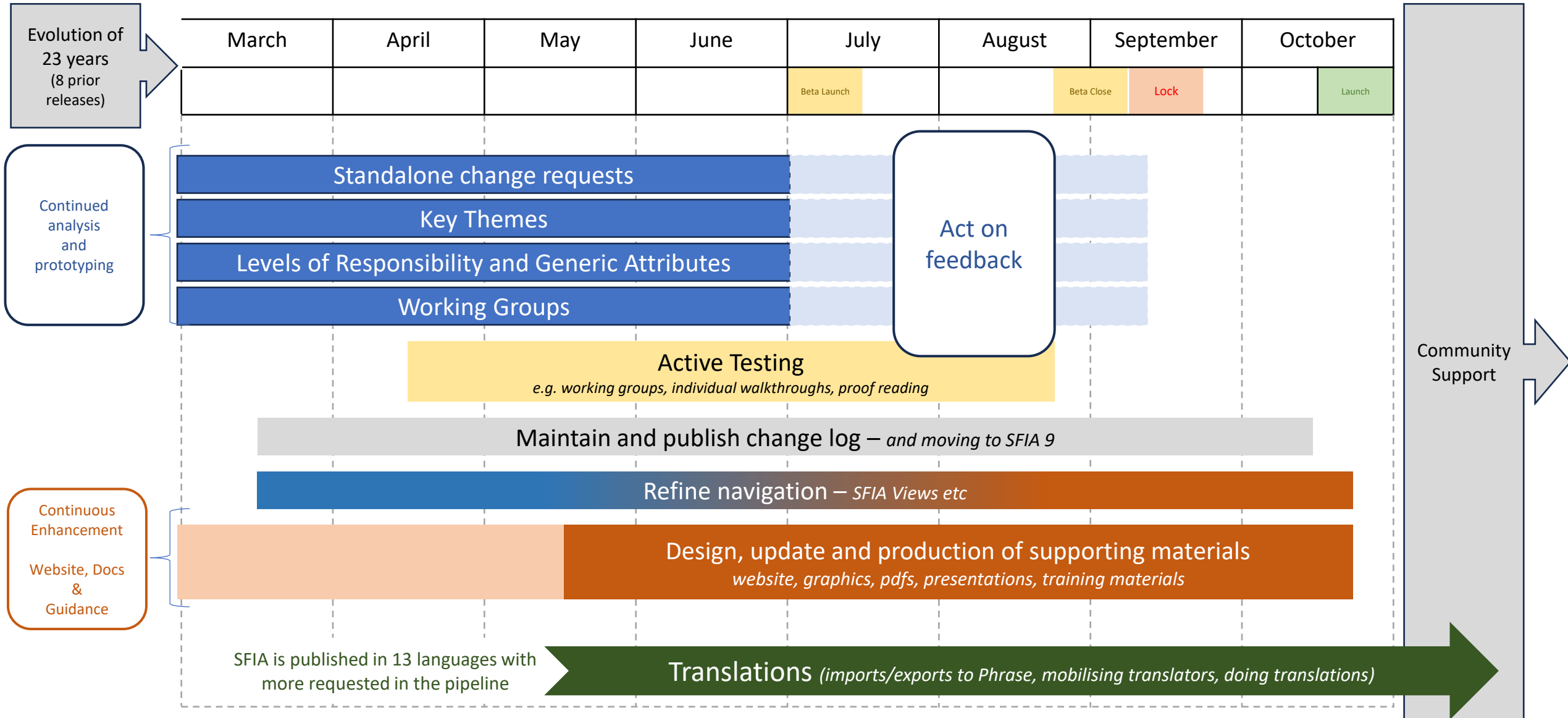
SFIA Design  
Authority

**Check back, test, beta release of SFIA 9**

... visibility throughout ... see it being built ... monthly newsletters



# Each SFIA Release is within the context of the global community



### 3. Why we release a beta version

## 1. To get feedback ... to improve SFIA 9 before final publication

- What you find particularly useful ... what you might not find so useful
- Scope of new/changed content
- Content of individual skills – including name changes
- To discuss some options prior to the full release – *we want your input*
- Readability
- And, of course, ... proof reading - spelling, grammar, punctuation,

## 2. Provide early sight of SFIA 9 ... for everyone

- Visibility over the last 12 months ... but this is the first whole framework view
- Employers, partners and other users who need to plan for the next version of SFIA
- We now work on the refresh of presentation and supporting assets, initiate translations etc.

## **But be aware ... This is a beta – there will be final changes and refinements prior to the full release!**

- Some skills/features may be substantially modified prior to launch ... or ...
- May not be released.
- Some new skills may appear

An orange oval callout containing the text "SFIA 8 will still be available".

SFIA 8 will still be available

## Providing feedback ...

- If you can't find something or have a specific question or idea
  - E-mail [updates@sfia-online.org](mailto:updates@sfia-online.org) ...
    - Please start the email subject line "SFIA 9 Beta:"
- Detailed comments on skills content ...
  - For instance; typos, grammar or suggested re-wording
  - Email [updates@sfia-online.org](mailto:updates@sfia-online.org)
    - Please start the email subject line "SFIA 9 Beta:" followed by the 4 letter code where applicable
- Change Requests ...
  - Still available ...
  - Please include the 4 letter code in the title (if you can)

An orange oval callout containing the text "We want volunteers for proofreading".

We want volunteers  
for proofreading

An orange oval callout containing the text "We want dialogue about the undecideds".

We want dialogue  
about the undecideds

# SFIA 9 Beta – Release Notes

<https://sfia-online.org/en/sfia-9/sfia-9-beta-release-notes>

An overview of the areas and topics reviewed for the SFIA 9 refresh

About the SFIA 9 Beta Release

SFIA Levels of Responsibility / Generic Attributes

SFIA Professional Skills

Specific applications of SFIA

Making SFIA easier to consume / website

Areas with some undecided issues

... 'last minute' input ... responsive vs bureaucratic

## SFIA 9 beta release notes

Purpose: This is an early preview of SFIA 9 for the global community to review and provide feedback. SFIA 9 is still under development and you should expect changes before final release.

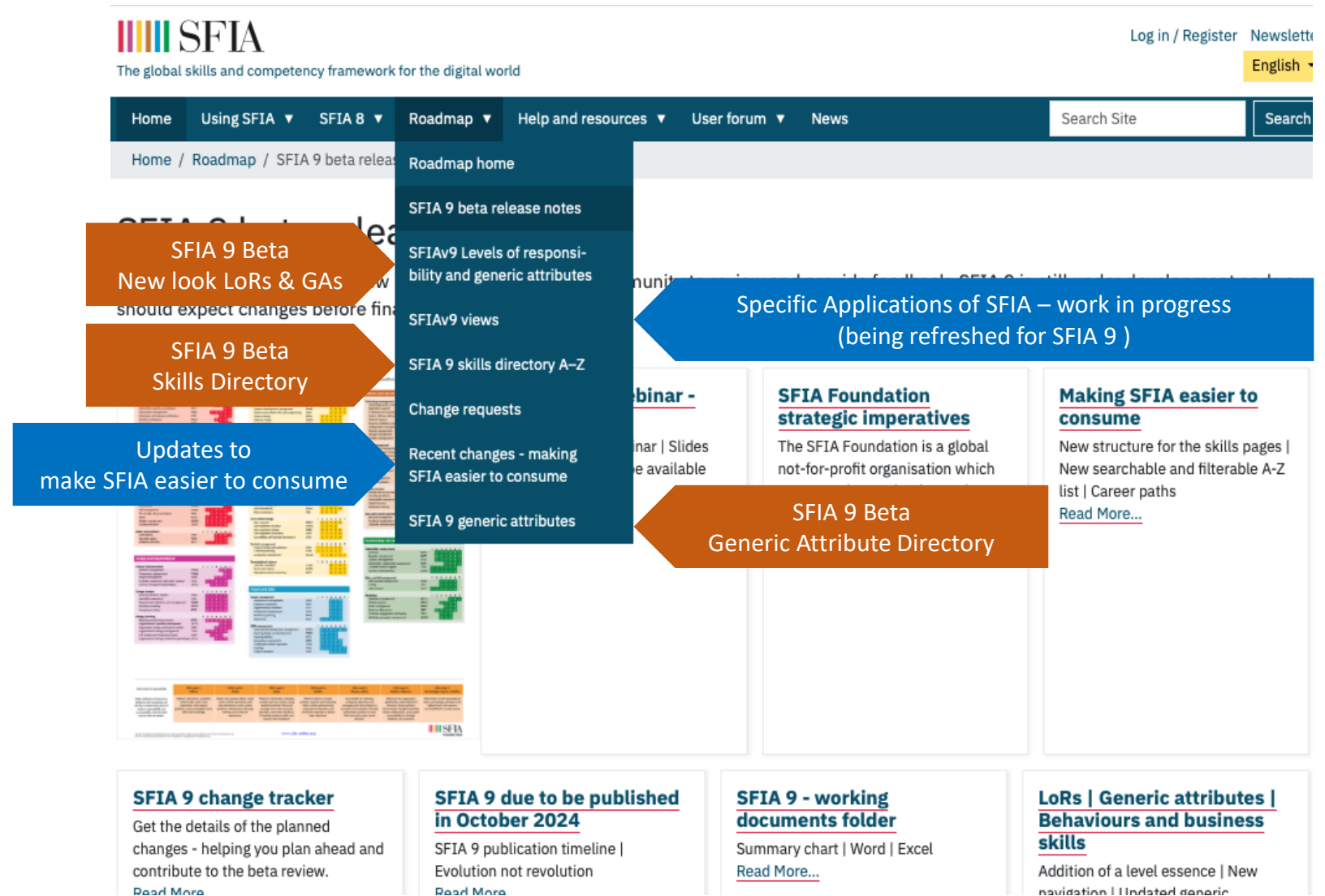


The image shows a grid of 18 cards, each representing a different area of SFIA 9 beta release notes. Each card has a title, a brief description, and a 'Read More...' link. The cards are arranged in a 6x3 grid. The first card is titled 'SFIA 9 beta webinar - 10th July' and includes a registration link. The second card is 'SFIA Foundation strategic imperatives' and describes the organization's role. The third card is 'Making SFIA easier to consume' and mentions new search and filterable A-Z lists. The fourth card is 'SFIA 9 change tracker' and provides details on planned changes. The fifth card is 'SFIA 9 due to be published in October 2024' and includes a publication timeline. The sixth card is 'SFIA 9 - working documents folder' and lists summary charts and Word/Excel files. The seventh card is 'LoRs | Generic attributes | Behaviours and business skills' and discusses level essence and navigation updates. The eighth card is 'Support for entry level roles' and offers guidance for levels 1 to 3. The ninth card is 'SFIA 9 - a framework for AI skills - BETA' and covers AI & data literacy, AI/ML models, and ML Ops. The tenth card is 'Data and analytics skills' and summarizes changes for data-related professional skills. The eleventh card is 'Cloud computing skills' and updates the home page, guidance, and FinOps skills. The twelfth card is 'Cybersecurity' and highlights SFIA's track record in defining skills for cybersecurity professionals. The thirteenth card is 'Financial and value management' and extends finance-related skills and summarizes business value-related skills. The fourteenth card is 'Marketing' and discusses extensions of marketing-related skills and application of other SFIA skills. The fifteenth card is 'Digital health' and applies SFIA skills to digital health, including clinical coding and health data skills. The sixteenth card is 'Testing' and covers functional, non-functional, and process testing, along with guidance notes. The seventeenth card is 'Information and records management' and separates records management from information management, reorients personal data protection, and addresses information and data compliance. The eighteenth card is 'Service design consultation' and discusses the current position on service design-related skills in SFIA. The final card is 'Procurement including bid and proposal management' and updates skills and provides a procurement skills view.

For SFIA 9 beta review:

[www.sfia-online.org](http://www.sfia-online.org)

It's under 'Roadmap'



The screenshot shows the SFIA website interface with a navigation menu and several content blocks. Callouts are overlaid on the page:

- Orange arrow callouts (left side):**
  - Points to 'SFIA 9 Beta New look LoRs & GAs' (with subtext: 'should expect changes before final release')
  - Points to 'SFIA 9 Beta Skills Directory'
- Blue arrow callout (middle left):** 'Updates to make SFIA easier to consume' points to the 'Change requests' and 'Recent changes' items in the dropdown menu.
- Blue arrow callout (top right):** 'Specific Applications of SFIA – work in progress (being refreshed for SFIA 9)' points to the 'SFIAv9 views' item in the dropdown menu.
- Orange arrow callout (middle right):** 'SFIA 9 Beta Generic Attribute Directory' points to the 'SFIA 9 generic attributes' item in the dropdown menu.

**Website Content:**

- Navigation:** Home, Using SFIA, SFIA 8, Roadmap, Help and resources, User forum, News. Search Site and Search buttons are also present.
- Dropdown Menu (Roadmap):** Roadmap home, SFIA 9 beta release notes, SFIAv9 Levels of responsibility and generic attributes, SFIAv9 views, SFIA 9 skills directory A-Z, Change requests, Recent changes - making SFIA easier to consume, SFIA 9 generic attributes.
- Content Blocks:**
  - Seminar -** Seminar | Slides are available
  - SFIA Foundation strategic imperatives** - The SFIA Foundation is a global not-for-profit organisation which
  - Making SFIA easier to consume** - New structure for the skills pages | New searchable and filterable A-Z list | Career paths | [Read More...](#)
  - SFIA 9 change tracker** - Get the details of the planned changes - helping you plan ahead and contribute to the beta review. [Read More](#)
  - SFIA 9 due to be published in October 2024** - SFIA 9 publication timeline | Evolution not revolution. [Read More](#)
  - SFIA 9 - working documents folder** - Summary chart | Word | Excel. [Read More...](#)
  - LoRs | Generic attributes | Behaviours and business skills** - Addition of a level essence | New navigation | Updated generic

## 4. SFIA 9 beta – What hasn't changed

*The SFIA Framework ... **is still** ...*

*A straightforward 7-level framework that brings together professional skills, business skills and behaviours and knowledge to reflect experience within the **professional real-world working environment***



The SFIA Framework itself:

- The concepts, values and framework integrity ...
- The relationship and integration of:
  - Levels of Responsibility, Generic Attributes, Behaviours, Professional Skills
  - Knowledge
- The approach to the framework refresh:
  - Evolution – to remain current, relevant and contemporary for industry ...
- *The industry and employment focus ...*
  - *Useful to industry, usable by industry*
  - *Focused on skills for employment and developing workforce capability*

## 5. What (content) has changed for SFIA 9

Remember there are 3 elements:

- Changes to the core framework (SFIA 9) ← we are going to focus here ...
  - 1st Key area – Refresh Business Skills and Behavioural Factors
  - 2<sup>nd</sup> Key area – Refresh individuals Professional Skills
- Refresh of User guidance, illustrations and support assets *(to continue after SFIA 9 release)*
- How the SFIA content (and assets) are presented on the website



## SFIA Levels of Responsibility / Generic Attributes

The SFIA 8 skills refresh ... *very well-liked* ...

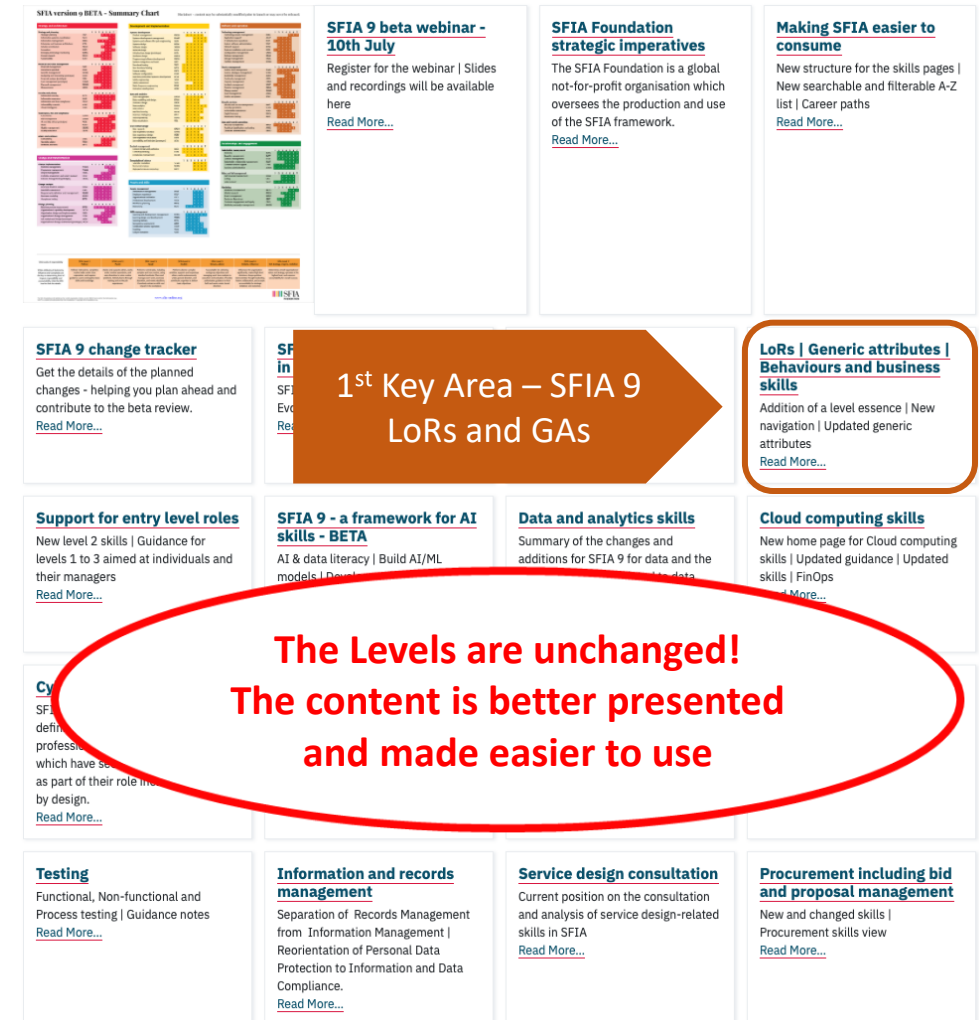
... *making SFIA easier to consume* ...

So:

- Added SFIA Level Essence Statements
- Added Level Guidance Notes
- Headings for Business Skills / Behavioural Factors
  - This *replaces* the Behavioural Factor Glossary Document (of SFIA 8)

### SFIA 9 beta release notes


Purpose: This is an early preview of SFIA 9 for the global community to review and provide feedback. SFIA 9 is still under development and you should expect changes before final release.



The screenshot shows the SFIA 9 beta release notes page. A large orange arrow points to the '1st Key Area – SFIA 9 LoRs and GAS' section. A red oval highlights the text: 'The Levels are unchanged! The content is better presented and made easier to use'. Other sections visible include 'SFIA 9 change tracker', 'Support for entry level roles', 'SFIA 9 - a framework for AI skills - BETA', 'Data and analytics skills', 'Cloud computing skills', 'Cyber security', 'Testing', 'Information and records management', 'Service design consultation', and 'Procurement including bid and proposal management'.

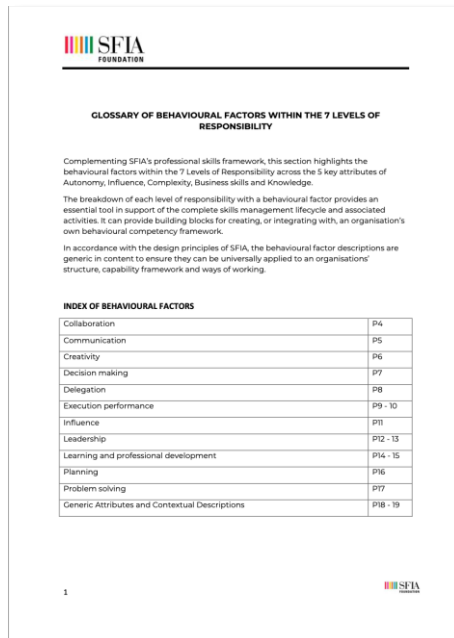
## The SFIA Levels of Responsibility – *unchanged* ...

- Introduced the Level Essence Statements:
  - Provide an easy, readable description of the SFIA Level
    - To bridge the gap between the SFIA Level Name (Follow, Assist ...) and the full text of the Generic Attributes
  - This short text is the essence of the meaning of Autonomy, Influence and Complexity for each level



SFIA's Level Names Unchanged	Level 1 Follow	Level 2 Assist	Level 3 Apply	Level 4 Enable	Level 5 Ensure, advise	Level 6 Initiate, influence	Level 7 Set strategy, inspire, mobilise
Essence New for SFIA 9	Follows instructions, completes routine tasks under close supervision, requires guidance. Plans 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.

- Improved readability to Levels of Responsibility
  - Introduce Guidance Notes for the Levels of Responsibility
  - Business Skills / Workplace Skills and Behavioural Factors explicitly identified
    - Replaces the Behavioural Factor Glossary ...



SFIA 8  
Behavioural Factor  
Glossary  
(A popular PDF Download)



## Breaks out Business or Workplace Skills as:

- Decision Making
- Planning
- Collaboration
- Problem Solving
- Creativity
- Communication
- Leadership
- Adaptability and resilience
- Learning and professional development
- Digital mindset
- Security, privacy and ethics

SFIA 9 Beta  
Behavioural Factor Headings  
Explicitly identified

Essence Statement (New)

## Levels of responsibility: Level 1 - Follow

Essence of the level: Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work. Learns and applies basic skills and knowledge.

### SFIA 9 is in development

- SFIA 9 beta due in early July 2024
- SFIA 9 planned for publication October 2024

This is a prototype for SFIA 9. It is subject to change before publication.

### Guidance notes

*(new)*

The SFIA Levels are **levels of responsibility**. As they progress, the levels describe increasing **impact, responsibility and accountability** in the workplace.

- the generic attributes of autonomy, influence and complexity indicate the level of responsibility
- the business skills/behavioural factors describe the behaviours required to be effective at the level of responsibility
- the knowledge attributes describe what you need to know to meet your level of responsibility.

Understanding these attributes will guide you in getting the most out of SFIA and are also critical to understanding and applying the levels described in the [SFIA skill descriptions](#).

### Autonomy

Follows instructions and works under close direction. Receives specific instructions and guidance, has work closely reviewed.

### Influence

Works mostly on their own tasks and interacts with their immediate team only. Develops an awareness how their work supports others.

### Complexity

Performs routine activities in a structured environment.

### Knowledge

Has basic knowledge of what is needed to perform routine, well-defined, predictable role-specific tasks.

Guidance Notes (New)



## Business skills / Behavioural factors

### Decision making

- Uses little discretion in attending to enquiries.
- Is expected to seek guidance in unexpected situations.

### Planning

- Confirms required steps for individual tasks.

### Collaboration

- Works mostly on their own tasks and interacts with their immediate team only. Develops an awareness how their work supports others.

### Problem solving

- Works towards understanding the issue and seeks assistance in resolving unexpected problems.

### Creativity

- Participates in the generation of new ideas and offers basic new suggestions when prompted.

### Communication

- Communicates with immediate team to understand and deliver on their assigned tasks. Observes, listens, and with encouragement, asks questions to seek information or clarify instructions.

### Leadership

- Proactively increases their understanding of their work tasks and responsibilities.

### Adaptability and resilience

- Accepts change and is open to new ways of working.

### Learning and professional development

- Applies newly acquired knowledge to develop skills for their role. Contributes to identifying own development opportunities.

### Digital mindset

- Has basic digital skills to learn and use applications, processes and tools for their role.

### Security, privacy and ethics

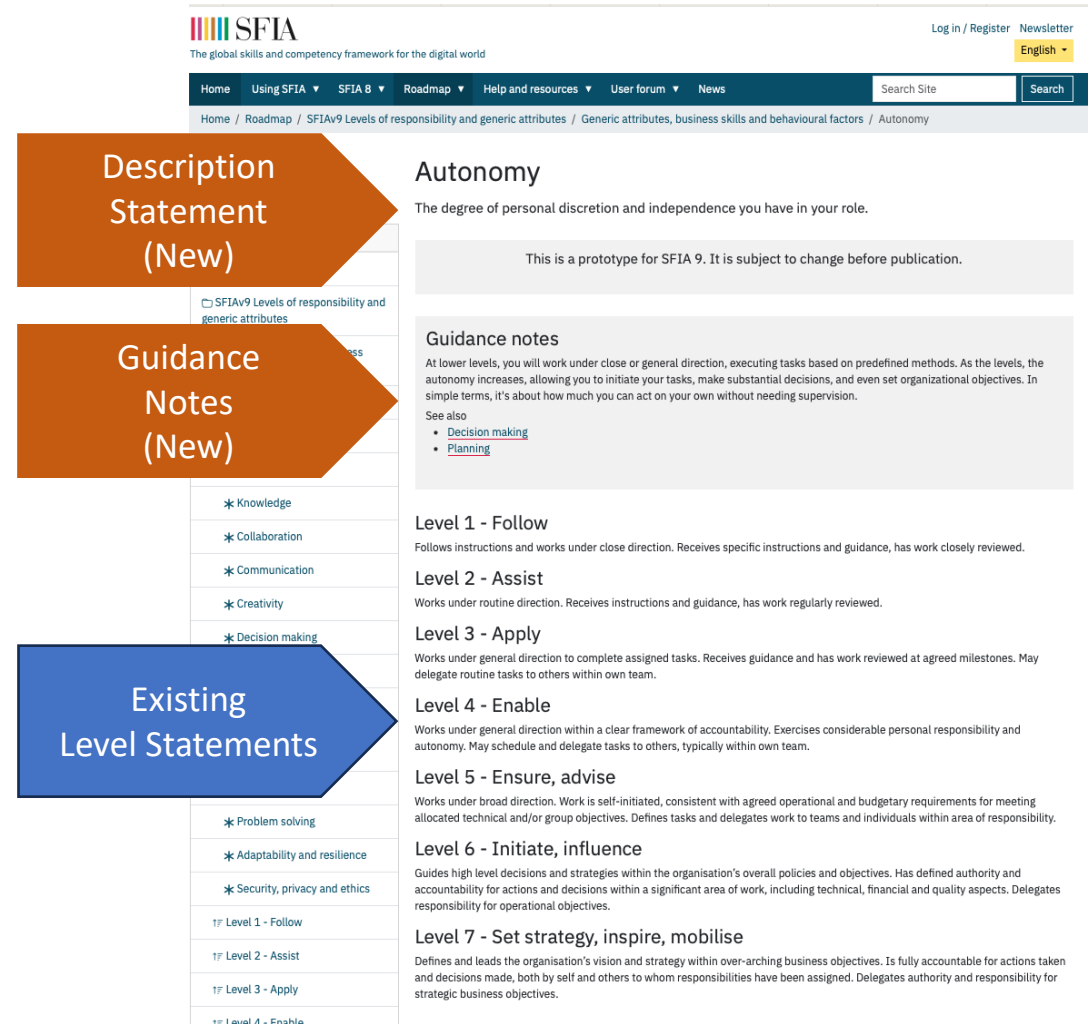
- Develops an awareness of the rules and expectations of their role and the organisation.

Existing Business Skills Behavioural Factors

Existing

## Readability and Guidance notes:

- Autonomy
- Influence
- Complexity
- Knowledge
- Business Skills / Behavioural Factors
  - Collaboration
  - Communication
  - Creativity
  - Decision Making
  - Digital Mindset
  - Leadership
  - Learning and professional development
  - Planning
  - Problem solving
  - Adaptability and resilience
  - Security, privacy and ethics



The screenshot shows the SFIA website interface. At the top, there is a navigation bar with links for Home, Using SFIA, SFIA 8, Roadmap, Help and resources, User forum, and News. A search bar is also present. The main content area is titled 'Autonomy' and includes a description, a disclaimer that it is a prototype, and guidance notes. The 'Existing Level Statements' section lists levels from 1 to 7, each with a brief description of the skill level.

**Description Statement (New)**

**Guidance Notes (New)**

**Existing Level Statements**

**Autonomy**  
The degree of personal discretion and independence you have in your role.

This is a prototype for SFIA 9. It is subject to change before publication.

**Guidance notes**  
At lower levels, you will work under close or general direction, executing tasks based on predefined methods. As the levels, the autonomy increases, allowing you to initiate your tasks, make substantial decisions, and even set organizational objectives. In simple terms, it's about how much you can act on your own without needing supervision.

See also

- [Decision making](#)
- [Planning](#)

**Level 1 - Follow**  
Follows instructions and works under close direction. Receives specific instructions and guidance, has work closely reviewed.

**Level 2 - Assist**  
Works under routine direction. Receives instructions and guidance, has work regularly reviewed.

**Level 3 - Apply**  
Works under general direction to complete assigned tasks. Receives guidance and has work reviewed at agreed milestones. May delegate routine tasks to others within own team.

**Level 4 - Enable**  
Works under general direction within a clear framework of accountability. Exercises considerable personal responsibility and autonomy. May schedule and delegate tasks to others, typically within own team.

**Level 5 - Ensure, advise**  
Works under broad direction. Work is self-initiated, consistent with agreed operational and budgetary requirements for meeting allocated technical and/or group objectives. Defines tasks and delegates work to teams and individuals within area of responsibility.

**Level 6 - Initiate, influence**  
Guides high level decisions and strategies within the organisation's overall policies and objectives. Has defined authority and accountability for actions and decisions within a significant area of work, including technical, financial and quality aspects. Delegates responsibility for operational objectives.

**Level 7 - Set strategy, inspire, mobilise**  
Defines and leads the organisation's vision and strategy within over-arching business objectives. Is fully accountable for actions taken and decisions made, both by self and others to whom responsibilities have been assigned. Delegates authority and responsibility for strategic business objectives.

# SFIA Generic Attributes and Professional Skills

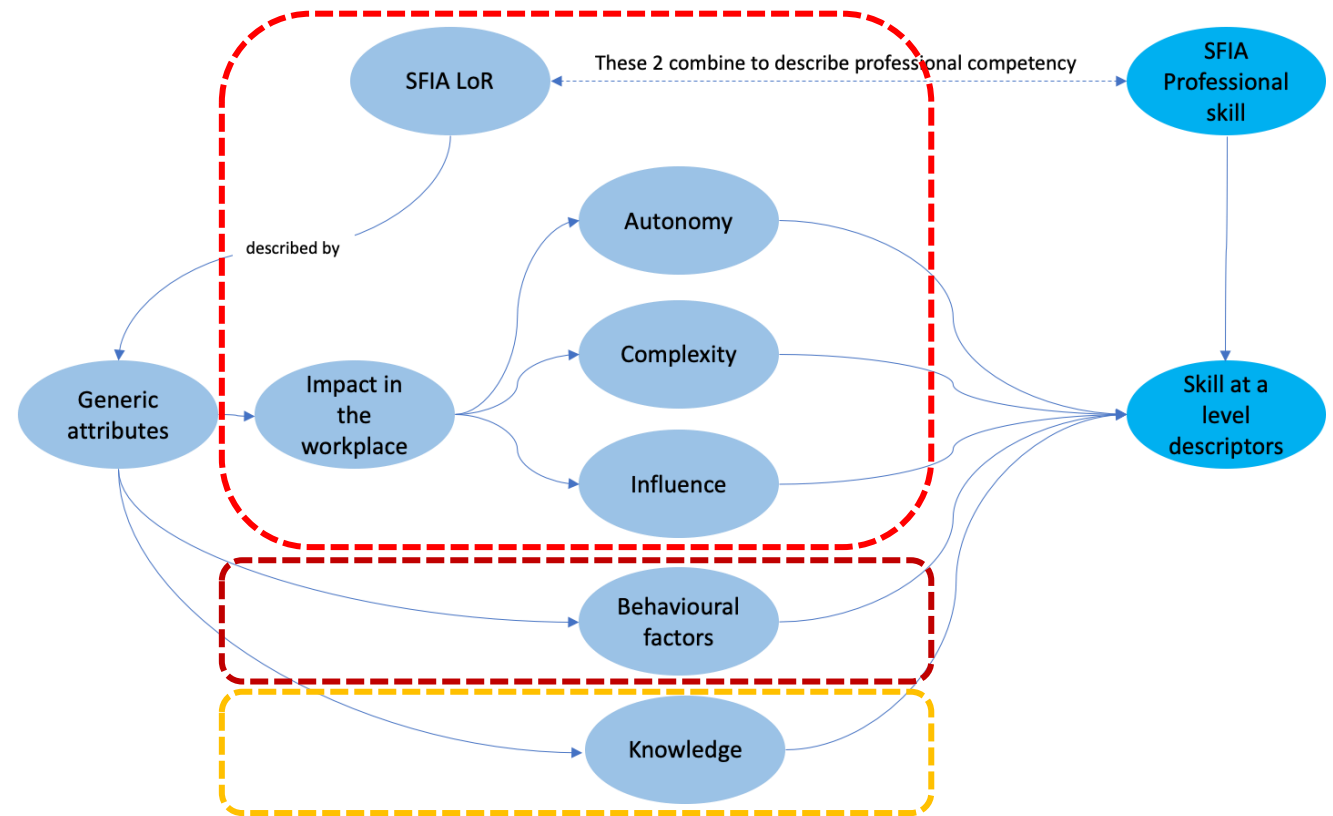
The levels of responsibility, and specifically their generic attributes, are used together with the professional skills to describe overall competence.

These descriptions provide a detailed definition of what it means to practice the skill at each level of responsibility.

<b>Skill name</b>	• Digital forensics
<b>Skill code</b>	• DGFS
<b>Skill Description</b>	• Recovering and investigating material found in digital devices
<b>Guidance notes</b>	<ul style="list-style-type: none"> <li>Activities may include — but are not limited to:           <ul style="list-style-type: none"> <li>collecting, processing, preserving and analysing material</li> <li>presenting forensic evidence based on the totality of findings.</li> </ul> </li> <li>The scope of digital forensics includes finding evidence on computers and any device capable of storing digital data. The evidence may be used in support of security vulnerability mitigation, criminal, fraud, counterintelligence, or law enforcement investigations.</li> </ul>

	Generic level definition	Skill at a level
Enable	<b>Autonomy</b>	Works under general direction within a clear framework of accountability ...
	<b>Influence</b>	Influences customers, suppliers and partners at account level ...
	<b>Complexity</b>	Work includes a broad range of complex technical or professional activities, in a variety of contexts ...
Level 4	<b>Business skills</b>	Communicates fluently, orally and in writing, and can present complex information to both technical and non-technical audiences ...
	<b>Knowledge</b>	Has a thorough understanding of recognised generic industry bodies of knowledge and specialist bodies of knowledge as necessary ...

SFIA 8 Representation



SFIA maintains consistent skill and level descriptions throughout ...

*This will allow us to better explain the importance of the Generic Attributes and Professional skills working together*

## SFIA Professional Skills

Responding to user change requests and ‘themes’ ...

*... making SFIA easier to consume ...*

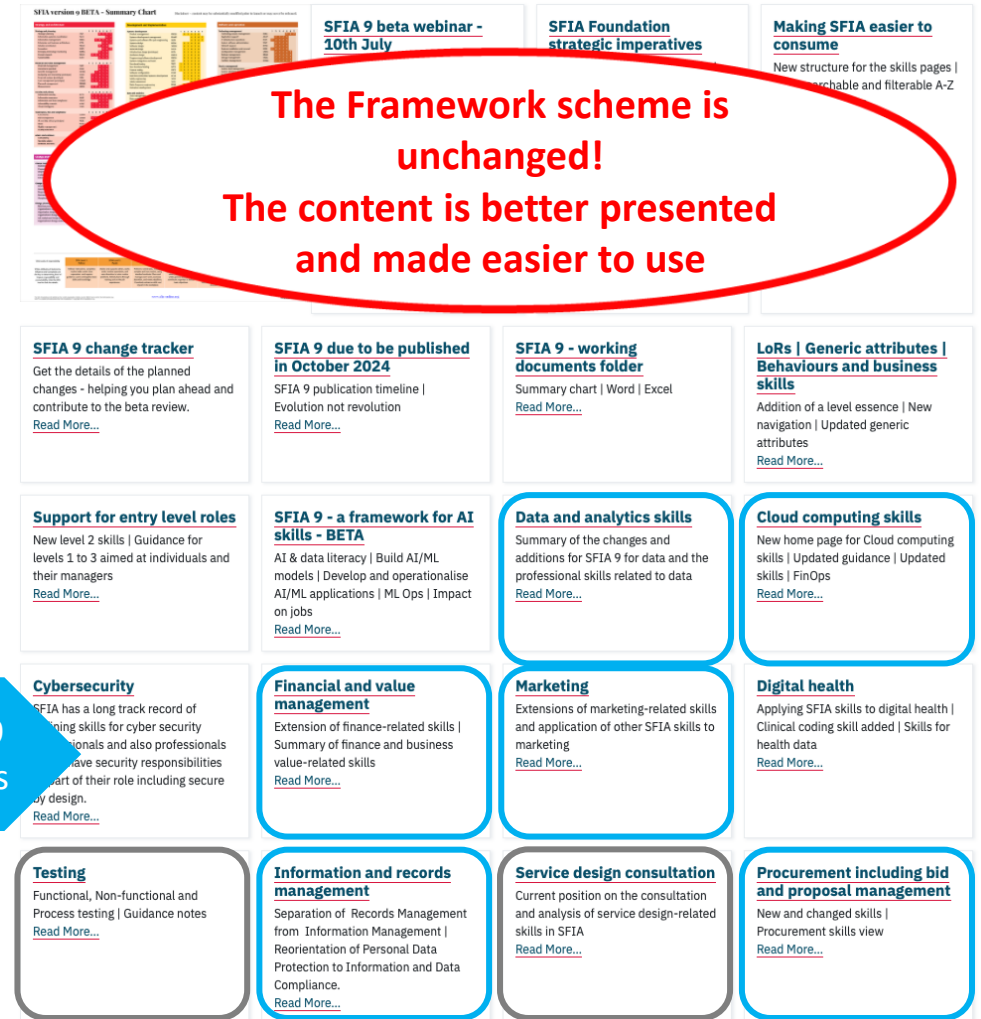
So:

- Refreshed several skills
- Additional levels where appropriate
- Updated Guidance Notes
- New skills
- Extended areas
- Explicit linkage to the Levels of Responsibility
  - Through the ‘Essence’ statements

2<sup>nd</sup> Key Area – SFIA 9  
Updates to SFIA Skills

### SFIA 9 beta release notes

Purpose: This is an early preview of SFIA 9 for the global community to review and provide feedback. SFIA 9 is still under development and you should expect changes before final release.



**The Framework scheme is unchanged!**  
**The content is better presented and made easier to use**

**SFIA 9 change tracker**  
Get the details of the planned changes - helping you plan ahead and contribute to the beta review.  
[Read More...](#)

**SFIA 9 due to be published in October 2024**  
SFIA 9 publication timeline | Evolution not revolution  
[Read More...](#)

**SFIA 9 - working documents folder**  
Summary chart | Word | Excel  
[Read More...](#)

**LoRs | Generic attributes | Behaviours and business skills**  
Addition of a level essence | New navigation | Updated generic attributes  
[Read More...](#)

**Support for entry level roles**  
New level 2 skills | Guidance for levels 1 to 3 aimed at individuals and their managers  
[Read More...](#)

**SFIA 9 - a framework for AI skills - BETA**  
AI & data literacy | Build AI/ML models | Develop and operationalise AI/ML applications | ML Ops | Impact on jobs  
[Read More...](#)

**Data and analytics skills**  
Summary of the changes and additions for SFIA 9 for data and the professional skills related to data  
[Read More...](#)

**Cloud computing skills**  
New home page for Cloud computing skills | Updated guidance | Updated skills | FinOps  
[Read More...](#)

**Cybersecurity**  
SFIA has a long track record of training skills for cyber security professionals and also professionals have security responsibilities as part of their role including secure by design.  
[Read More...](#)

**Financial and value management**  
Extension of finance-related skills | Summary of finance and business value-related skills  
[Read More...](#)

**Marketing**  
Extensions of marketing-related skills and application of other SFIA skills to marketing  
[Read More...](#)

**Digital health**  
Applying SFIA skills to digital health | Clinical coding skill added | Skills for health data  
[Read More...](#)

**Testing**  
Functional, Non-functional and Process testing | Guidance notes  
[Read More...](#)

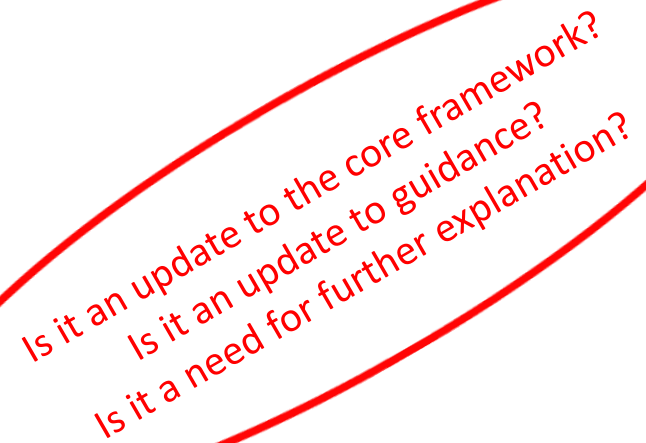
**Information and records management**  
Separation of Records Management from Information Management | Reorientation of Personal Data Protection to Information and Data Compliance.  
[Read More...](#)

**Service design consultation**  
Current position on the consultation and analysis of service design-related skills in SFIA  
[Read More...](#)

**Procurement including bid and proposal management**  
New and changed skills | Procurement skills view  
[Read More...](#)

## 2<sup>nd</sup> Key area – the Themes and SFIA Professional Skills

- Changes to individual existing skills
- Draft new skills
- Themes ... Looking across the framework as a whole
  - Generic Attributes / Business Skills / Workplace Skills / Behavioural Factors
  - Cybersecurity (again)
  - AI / ML (building on what we did for SFIA 8)
  - Digital Fluency (where does that fit in)
  - Cloud Computing skills
  - Data (review and refine)
  - Data Analytics (alongside data science and data management)
  - Digital Health (review and refine)
  - Service Design
  - Testing (consider splitting the TEST skill)
  - Procurement, Marketing, Financial Management
  - Review previous themes ...
- Any skills where a lower level is appropriate

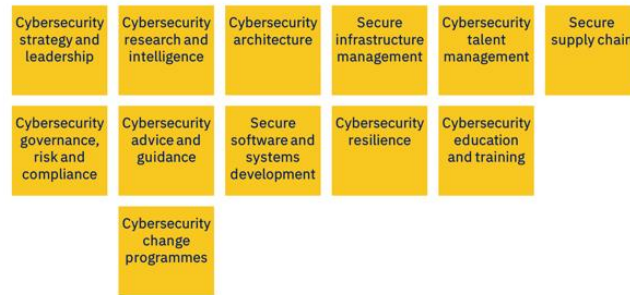
A red oval containing three questions in red text, rotated diagonally.

Is it an update to the core framework?  
Is it an update to guidance?  
Is it a need for further explanation?



## SFIA - a framework for cyber security skills

... building security skills into every professional job for a security-minded culture ...



### Cyber security skill definitions

- [Skills at a glance](#)

### Cybersecurity standard skills profiles

- [NICE work roles](#)
- [ENISA ECSF professional role profiles](#)
- [SFIA 8 - illustrative skills profiles for a wide range of industry roles](#)
- [Profiles aligned to industry frameworks](#)



### Framework mappings

- [USA - NIST cybersecurity framework](#)
- [USA - NICE cybersecurity workforce framework](#)
- [COBIT 2019](#)
- [ITIL](#)

### Bodies of knowledge

Explore SFIA's knowledge component and links to industry 'bodies of knowledge'

### SFIA Users

- [User stories and webinars](#)
- [User community guidance](#)

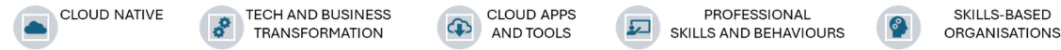
### New to SFIA?

- [The SFIA framework is free or low cost to use](#)
- [Accelerate your skills-first journey with SFIA](#)
- [The SFIA Foundation is a global not-for-profit](#)
- [Who uses SFIA?](#)

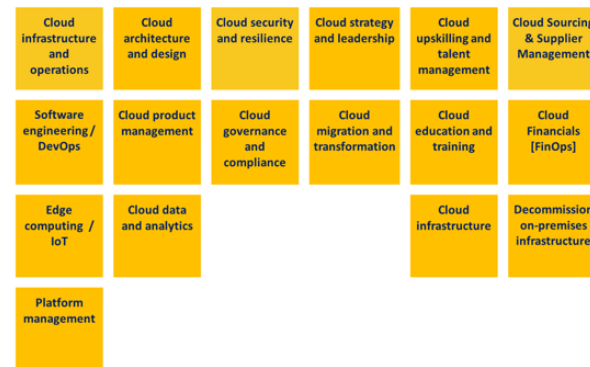
### SFIA guiding principles

- [SFIA and skills management](#)
- [How SFIA works](#)
- [SFIA levels of responsibility](#)
- [SFIA professional skills](#)
- [The context for SFIA \(skills, knowledge, experience\)](#)
- [SFIA fundamentals \(slide pack to download\)](#)

## SFIA - a framework for cloud-computing skills BETA



SFIA skills cover a wide range of professional cloud-computing activities



### Applying SFIA's skills to cloud-computing

Cloud infrastructure and operations	Cloud architecture and design	Cloud strategy and leadership
<ul style="list-style-type: none"> <li>System architecture</li> <li>Network design</li> <li>Network management</li> <li>System administration</li> <li>Availability management</li> <li>Configuration management</li> <li>Cloud control</li> </ul>	<ul style="list-style-type: none"> <li>System architecture</li> <li>Network architecture</li> <li>System architecture</li> <li>System design</li> <li>Business architecture</li> <li>Cloud architecture</li> </ul>	<ul style="list-style-type: none"> <li>Strategic planning</li> <li>Business process management</li> <li>Cloud management</li> <li>Cloud governance</li> <li>Cloud compliance</li> </ul>
<ul style="list-style-type: none"> <li>Software engineering / DevOps</li> <li>Software design</li> <li>Software development</li> <li>Software testing</li> <li>Configuration management</li> <li>System integration and test</li> <li>Network and operations</li> <li>Software architecture</li> </ul>	<ul style="list-style-type: none"> <li>Cloud product management</li> <li>Contract management</li> <li>User experience analysis</li> <li>User experience design</li> <li>User experience evaluation</li> </ul>	<ul style="list-style-type: none"> <li>Information security</li> <li>Information assurance</li> <li>Physical data protection</li> <li>Disaster recovery</li> <li>Business continuity</li> <li>Cloud migration and transformation</li> </ul>
<ul style="list-style-type: none"> <li>Platform management</li> <li>Application delivery</li> <li>Configuration management</li> <li>System and software life cycle management</li> <li>System architecture</li> <li>System administration</li> <li>System management</li> <li>Capacity management</li> <li>Resource management</li> <li>Service management</li> <li>System management</li> </ul>	<ul style="list-style-type: none"> <li>Cloud data and analytics</li> <li>Cloud administration</li> <li>Machine learning</li> <li>Data science</li> <li>Data management</li> <li>Data engineering</li> </ul>	<ul style="list-style-type: none"> <li>Cloud upskilling and talent mgmt</li> <li>Operational capability development</li> <li>Business process management</li> <li>Business development management</li> <li>Operational change management</li> <li>Operational management</li> <li>Project management</li> <li>Portfolio, programme and project support</li> <li>Resource management</li> </ul>
<ul style="list-style-type: none"> <li>Cloud Financials (FinOps)</li> <li>Financial management</li> <li>Resource management</li> <li>Service management</li> <li>System management</li> <li>System architecture</li> </ul>	<ul style="list-style-type: none"> <li>Decommissioning</li> <li>System installation and removal</li> <li>System management</li> <li>System management</li> <li>System management</li> </ul>	<ul style="list-style-type: none"> <li>Cloud education and training</li> <li>System design and development</li> <li>System design</li> </ul>

### Cloud-computing skill definitions

- [Skills at a glance](#)

### Cloud-computing skills profiles

- [SFIA 8 - illustrative skills profiles for a wide range of cloud roles](#)
- [SFIA skills mapped to FinOps personas](#)
- [Profiles aligned to industry frameworks](#)

### Bodies of knowledge

Explore SFIA's knowledge component and links to industry 'bodies of knowledge'

### SFIA Users

- [User stories and webinars](#)
- [User community guidance](#)

### Downloading SFIA

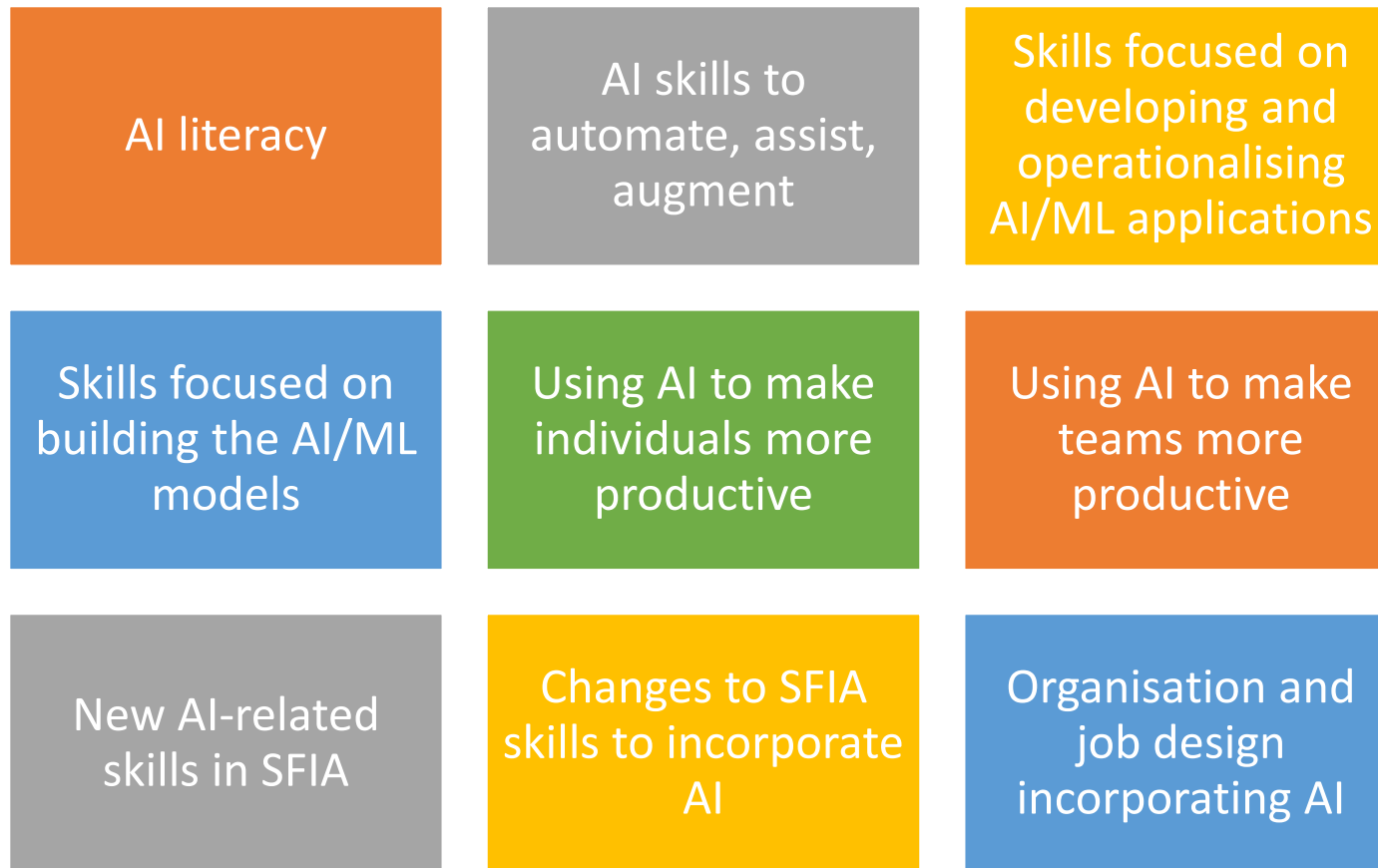
### New to SFIA?

- [A 10 minute quiz on SFIA fundamentals](#)
- [SFIA fundamentals in pictures \(slide pack\)](#)
- [The SFIA framework is free or low cost to use](#)
- [Video - Skills management and SFIA](#)
- [Accelerate your skills-first journey with SFIA](#)
- [The SFIA Foundation is a global not-for-profit](#)
- [Who uses SFIA?](#)

## SFIA 9 - a framework for AI skills - BETA

AI & data literacy | Build AI/ML models | Develop and operationalise AI/ML applications | ML Ops | Impact on jobs

The SFIA Foundation's approach to integrating AI-related skills into SFIA 9 is driven by practical considerations and a focus on the enduring professional skills and competencies for the workplace.





SFIA  
The global skills and competency framework for the digital world

Home Using SFIA SFIA 8 Roadmap Help and resources User forum News

Home / Roadmap / Skills / Demand management

SFIA version 9  
Framework status: **Development**  
Current framework is Version 8  
Revision-marked text

## Demand management DEMM

(unchanged)

Analysing and proactively managing business demand for new services or modifications to existing service features or volumes.

SFIA 9 is in development

- SFIA 9 beta due in early July 2024
- SFIA 9 planned for publication October 2024

This is a prototype for SFIA 9. It is subject to change before publication.

### Guidance notes

(modified)

Activities may include, but are not limited to:

- collaborating with the business to prioritise demand to improve business value
- developing and communicating insights into patterns of demand
- performing what-if analyses and scenario planning to develop insights and proposals to improve business value
- proposing responses to meet both short-term and long-term demand and facilitating decision-making and planning
- integrating demand analysis and planning with complementary strategic, operational and change planning processes.

[Understanding the responsibility levels of this skill](#)

### Levels

Defined at these levels:     4  5  6  7

[Click to learn why SFIA skills are not defined at all 7 levels.](#)

[Show/hide extra descriptions and levels.](#)

What's unchanged

What's changed (modified / new)

Introduced Explanation of Levels Within the skills

**- Demand management: Level 4**

**Level 4 - Enable:** Essence of the level: Performs diverse complex and supervises others, works autonomously under general direction, expertise to deliver team objectives.

(new)

Performs demand management analysis and planning activities within a specific business or operational area.

Monitors patterns of demand and identifies insights and proposals to improve business value.

Identifies and assesses opportunities to prioritise or improve alignment between business demand and capacity to deliver.

Engages stakeholders to communicate insights, plans and decisions regarding business demand.

---

**+ Demand management: Level 5**

(unchanged)

Implements demand management analysis and planning activities.

Provides advice to help stakeholders adopt and adhere to the agreed demand management approach. Manages the process of integrating demand management with complementary strategic, operational and change management processes.

Maintains a register of business requests and routes requests to the right place. Reports on the status of each request.

Reviews new business proposals and provides advice on demand issues. Works with business representatives to agree and implement short-term and medium-term modifications to demand.

---

**+ Demand management: Level 6**

(unchanged)

Defines the approach and sets policies for discovering, analysing, planning, controlling and documenting demand for services and products.

Organises scoping and business priority setting for strategic business changes.

Introduced explicit linkage to SFIA Levels and Generic Attributes

BUT ...  
You can turn it on and off



See it on the Web

- [Each Level with all Generic Attributes – Level 1 Example](#) (same layout for all levels)
  - Essence Statement
  - Guidance Notes
  - Business Skills/ Behavioural Factors explicitly identified
- [Each Generic Attribute by all Levels – Autonomy Example](#) (same layout for all Generic Attributes)
  - Description Statement
  - Guidance Notes
- [All Generic Attributes / Behavioural Factors with Description](#)
  - Similar to the Professional Skills A-Z

- [SFIA 9 Skills Directory A-Z](#) (your way to find the skills you are looking for)
  - High-level change status
  - New Search on keywords
- [Skill Descriptions](#) (Demand management as an example – same for all skills)
  - Updates as change requests and themes
  - Some lower-level skill descriptions added where it makes sense
  - Explicit linkage to the Levels of Responsibility (through the '*Essence*' statements)



## More than just a skills and competency framework:

- User Guidance and Explanations
  - Assessment guidance and self-assessment guidance
- Sample Role profile illustrations
- Career path illustrations
  - Levelled – NICE Work Roles
  - UKCSC Cyber specialisms
  - ENISA ECSF Cyber Roles
  - Health Informatics Roles
- SFIA user context – applications of SFIA
  - SFIA – a framework for cybersecurity skills
  - SFIA – a framework for cloud computing skills
  - SFIA – a framework for AI skills
  - Other applications of SFIA to follow
- Website – a very rich resource ...
  - Presentation to make SFIA easier to consume \*\*\*
  - User guidance / illustrations/ samples
  - Updating SFIA assets for the formal SFIA 9 launch

## SFIA 9 Beta Levels and Generic Attributes:

- Levels of Responsibility
  - Essence statements added
  - Guidance notes added
- Generic Attributes
  - Description Added
  - Guidance notes added
- Readability theme continued throughout

*... making SFIA easier to consume \*\*\**

## SFIA 9 Beta Skills Content:

- additional skills
- skills replaced
- skills re-named/ restructured
- levels added / moved replaced

*... check the A-Z and tracker for impact of a change*

# SFIA 9 Beta – Release Notes

<https://sfia-online.org/en/sfia-9/sfia-9-beta-release-notes>

An overview of the areas and topics reviewed for the SFIA 9 refresh

About the SFIA 9 Beta Release

SFIA Levels of Responsibility / Generic Attributes

SFIA Professional Skills

Specific applications of SFIA

Making SFIA easier to consume / website

Areas with some undecided issues

... 'last minute' input ... responsive vs bureaucratic

## SFIA 9 beta release notes

Purpose: This is an early preview of SFIA 9 for the global community to review and provide feedback. SFIA 9 is still under development and you should expect changes before final release.



The image shows a grid of 18 cards, each representing a different area of SFIA 9 beta release notes. Each card has a title, a brief description, and a 'Read More...' link. The cards are arranged in a 6x3 grid. The first card is titled 'SFIA 9 beta webinar - 10th July' and is highlighted with a green border. The second card is titled 'SFIA Foundation strategic imperatives' and is highlighted with a red border. The third card is titled 'Making SFIA easier to consume' and is highlighted with a red border. The other cards include: 'SFIA 9 change tracker', 'SFIA 9 due to be published in October 2024', 'SFIA 9 - working documents folder', 'LoRs | Generic attributes | Behaviours and business skills', 'Support for entry level roles', 'SFIA 9 - a framework for AI skills - BETA', 'Data and analytics skills', 'Cloud computing skills', 'Cybersecurity', 'Financial and value management', 'Marketing', 'Digital health', 'Testing', 'Information and records management', 'Service design consultation', and 'Procurement including bid and proposal management'.

## 6. How to find SFIA 9 beta and how to provide feedback

We want you to look at SFIA 9 beta and provide feedback ...

- If you can't find something or have a specific question or idea
  - E-mail [updates@sfia-online.org](mailto:updates@sfia-online.org) ...
    - Please start the email subject line "SFIA 9 Beta:"
- Detailed comments on skills content ...
  - For instance; typos, grammar or suggested re-wording
  - Email [updates@sfia-online.org](mailto:updates@sfia-online.org)
    - Please start the email subject line "SFIA 9 Beta:" followed by the 4 letter code where applicable
- Change Requests ...
  - Still available ...
  - Please include the 4 letter code in the title (if you can)

## 7. What next?

### We will now:

Act on feedback, refine & prepare SFIA 9

Initiate official translations

Update supporting assets and guidance

SFIA – a framework for cyber security skills

SFIA – a framework for cloud computing skills

SFIA – a framework for AI skills

Other illustrations of specific applications of SFIA

Sample role profiles and career path illustrations

... ..

Further improvements to SFIA website

### Volunteers:

For SFIA 9

Proofreading

Help with translations

For further development

Working groups – specialisms etc

Develop supporting assets and guidance

*SFIA 9 release October 2024*

*... get involved*



*SFIA defines the skills and competencies required by professionals who design, develop, implement, manage and protect the data and technology that power the digital world.*

# SFIA 9 Beta - Introduction

Peter Leather  
[updates@sfia-online.org](mailto:updates@sfia-online.org)  
[LinkedIn](#)

Ian Seward  
[ops@sfia-online.org](mailto:ops@sfia-online.org)  
[LinkedIn](#)