

# Identifying potential Development Goals using *SFI*Aplus

A guide for IT professionals

*SFI*Aplus 

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## 1. What is SFIAPlus

**SFIA is the internationally recognised IT skills and competency framework. It defines key IT based skills to help employers and IT professionals identify core capabilities. SFIAPlus, exclusive to BCS, builds upon the SFIA framework by adding detail to identify expected competencies and potential development opportunities.**

As an IT professional and BCS member, you can use Browse SFIAPlus to identify where you currently sit within the SFIA framework, what competencies you should possess at that level, and what you could do to progress in your areas of specialism, or that you would need to move into new skill areas.

At its highest level, it classifies competencies by category, sub-category, skill and then a series of levels of knowledge within each skill.

For example, Project Management is listed within the category of “Business change” and the sub-category of “Business change implementation”, with competency levels of four to seven:

Category	Sub-category	Skill	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
Business change	Business change implementation	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		
Business change management		Business analysis (BUAN)		3	4	5	6	
		Requirements definition and management (REQM)	2	3	4	5	6	
		Business process testing (RPTS)			4	5	6	

Each level is consistent across all skills defining autonomy, influence, complexity and business skills:

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

Within each of the levels there are descriptions of the background that you are likely to have and ideas for professional development activities and training activities you may be interested in, alongside the knowledge and skills needed.

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## 2. Accessing Browse SFI*plus*

The first step is to access Browse SFI*plus*.

### 1 Login to the Member Secure Area and My Career section

Go to [www.bcs.org/mycareer](http://www.bcs.org/mycareer) or select My Career from the My Homepage.

### 2 Select the Browse SFI*plus* link

Select the link for Browse SFI*plus* from the left navigation or body of the page:

The screenshot shows the 'My Career' page. On the left, there is a 'My Career' menu with the following items: CPD Portal, Mentoring, Browse SFI*plus*, Getting Involved, BCS Recruit, Qualifications & Exams, and Chartered IT Professional (CITP). A green arrow points to the 'Browse SFI*plus*' link in this menu. On the right, under the heading 'My career', there is a 'Career development' section with a list of links: 'CPD portal', 'NEW! CPD whitepaper (PDF)', 'BCS Personal Development Plan', and 'Browse SFI*plus*'. A green arrow points to the 'Browse SFI*plus*' link in this list.

### 3 Select the Browse SFI*plus* link at the end of the introductory text

Choose the link shown here:

USE OF BROWSE SFI*plus* IS STRICTLY RESTRICTED TO INDIVIDUAL BCS MEMBERS ONLY. For organisations interested in a full best practice SFI*plus* based business solution, visit our [Putting SFI\*plus\* into practice section](#).

Access Browse SFI*plus* by clicking here: [Browse SFI\*plus\*](#).

### 4 Select the SFI*plus* tab

Select the SFI*plus* tab at the top left of the window:

The screenshot shows the BCS website header. The BCS logo is on the left, followed by the text 'The Chartered Institute for IT'. Below this, there is a navigation bar with two tabs: 'Home' and 'SFI*plus*'. The 'SFI*plus*' tab is highlighted with a green background and a green arrow points to it. Below the navigation bar, there is a large green banner with the BCS logo and the text 'The Chartered Institute for IT'. To the right of the banner, there is a section titled 'Enabling the information society' with a list of links: 'www.bcs.org/solutions'.

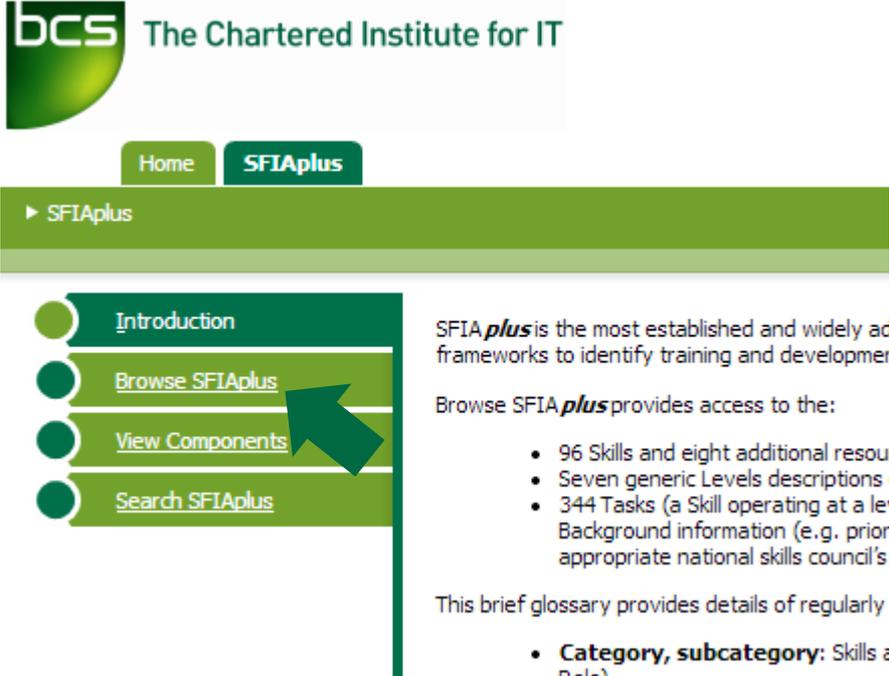
Skills Framework for the Information Age © SFI*plus* Foundation 2003, 2005, 2008  
SFI*plus*® The British Computer Society 2004, 2006, 2008

### 3. Identifying your current skill level

One of the quickest ways to identify your current level for a specific skill is to first locate that skill, then work your way up the levels within it to identify the level that best suits your current competence in that skill.

#### 1 Select Browse SFIPlus from the left navigation

Once logged into Browse SFIPlus, select the Browse SFIPlus navigation option.



The screenshot shows the BCS logo and 'The Chartered Institute for IT' text. Below is a navigation bar with 'Home' and 'SFIPlus' buttons. A dropdown menu is open under 'SFIPlus', listing 'Introduction', 'Browse SFIPlus', 'View Components', and 'Search SFIPlus'. A green arrow points to 'Browse SFIPlus'. To the right, there is introductory text about SFIPlus and a list of features: 96 Skills and eight additional resources, seven generic Levels descriptions, and 344 Tasks. A 'Category, subcategory' section is partially visible.

#### 2 Find a Skill

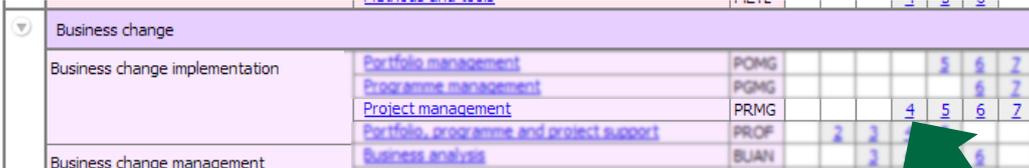
Either use the find functionality in your browser to locate a skill you have, or scroll down the list of skills (but don't click on its name, yet). In this example, we will look for Project Management:



A search input field with the text 'project' entered. To the right of the field, it says '1 of 2' and has up/down arrow buttons and a close 'x' button.

#### 3 Choose a level from those available

Once you've located a Skill, look at the levels associated with it on the right. Click the link for the first level shown:



Business change									
Business change implementation	<a href="#">Portfolio management</a>	POMG				5	6	7	
	<a href="#">Programme management</a>	PGMG					6	7	
	<a href="#">Project management</a>	PRMG			4	5	6	7	
	<a href="#">Portfolio, programme and project support</a>	PROF	2	3	4				
Business change management	<a href="#">Business analysis</a>	BUAN		2					

#### 4 Read the Task Description to see if this is your current level

Each level has a Task Description at the top of the page.



If the Task Description describes a level that is lower than you feel you are currently working at, use the **Next Level »** button to advance to the next level up.

If the Task Description describes a level that is higher than you feel you are currently working at, use the **« Previous Level** button to move back a level.

If you are unsure, check the information on the **Background** and **Work Activities** tabs.

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## 4. Identifying potential Goals and Activities

Once you have identified the level that you believe you have reached in a specific Skill, you can use Browse SFI*plus* to identify potential Development Goals and Activities.



If you do not already have a tool in which to record your goals and activities, consider using the BCS Personal Development Plan at <https://pdp.bcs.org>.

### 1 Check the SFI*plus* Professional Development Activities (PDAs) list

For your selected Skill and current Level, click the  **PDAs** tab. Look down the list of activities to see if there are any gaps in your knowledge. If there are, consider creating yourself a Development Goal to learn how to expand your knowledge and skills in this area, recording Activities for the actions you plan or take to reach this goal.

### 2 Check the SFI*plus* Qualifications list

For your selected Skill and current Level, click the  **Qualifications** tab. Look down the list of qualifications to see if there are any you feel you could benefit from working towards. If there are, record these as Development Goals to study for and pass the chosen qualification, creating Activities for the study you plan or take to achieve your exam pass.

### 3 Check the SFI*plus* expected Knowledge/Skills list

For your selected Skill and current Level, click the  **Knowledge/Skills** tab. Look down the list of expected Knowledge and Skills to see if there are any skills you feel you could benefit from gaining or expanding. Check this along with the Knowledge Depth (where specified) to identify if you should be only “Familiar with” or “Proficient in” (for example) that area. If you feel there are areas for improvement, record these as Development Goals and record the Activities you plan and execute to reach the goals.

### 4 Check the SFI*plus* Training Activities list

For your selected Skill and current Level, click the  **Training Activities** tab. Look down the list of training activities to see if there are any skills that you feel you could benefit from gaining or expanding. If there are, record these as Development Goals and then record the tasks you plan and complete to reach the goals as Activities.

### 5 Plan for the future

Use the  **Next Level »** button to review the attributes associated with the next level, so you can start planning Development Goals and Activities for your progression (repeating the steps 1-4 above). Carry out the same actions for other Skills too, by using the [Back to Framework](#) link and locating another Skill.