



“SFIA v8 what’s changed”

AUTONOMY

INFLUENCE

COMPLEXITY

BUSINESS

KNOWLEDGE

Levels

1

2

3

4

5

6

7

SFIA 8 Summary Chart

The global skills and competency framework for the digital world

Strategy and architecture							
Strategy and planning							
Strategic planning	ITSP					5	6 7
Information systems coordination	ISCO						6 7
Information management	IRMG			4	5	6 7	
Enterprise and business architecture	STPL					5	6 7
Solution architecture	ARCH			4	5	6	7
Innovation	INOV					5	6 7
Emerging technology monitoring							
Research	EMRG			4	5	6	7
Demand management	RSCH	2	3	4	5	6	7
Investment appraisal	DEMM					5	6
Financial management	INVA			4	5	6	7
Measurement	FMIT					4	5
Sustainability	MEAS			3	4	5	6
Continuity management	SUST			4	5	6	7
	COPM	2	3	4	5	6	7
Security and privacy							
Information security	SCTY			3	4	5	6 7
Information assurance	INAS			3	4	5	6 7
Personal data protection	PEDP					5	6
Vulnerability research	VURE			3	4	5	6
Threat intelligence	THIN	2	3	4	5	6	7
Governance, risk and compliance							
Governance	GOVN						6 7
Risk management	BURM			3	4	5	6 7
Audit	AUDT			3	4	5	6 7
Quality management	QUMG			3	4	5	6 7
Quality assurance	QUAS			3	4	5	6
Advice and guidance							
Consultancy	CNSL					4	5 6 7
Specialist advice	TECH					4	5 6
Methods and tools	METL			3	4	5	6

Change and transformation							
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	6	7
Change analysis							
Business situation analysis	BUSA			3	4	5	6
Feasibility assessment	FEAS			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							
Business process improvement	BPPE					5	6 7
Organisational capability development	OCVD					5	6 7
Organisation design and implementation	ORDI					4	5 6 7
Organisational change management	CIPM			3	4	5	6
Benefits management	BENM					5	6

Development and implementation							
Systems development							
Product management	PROD			3	4	5	6
Systems development management	DLMG					5	6 7
Systems and software life cycle engineering	SLEN			4	5	6	7
Systems design	DESN			3	4	5	6
Software design	SWDN	2	3	4	5	6	7
Network design	NDSN			3	4	5	6
Hardware design	HWDE			3	4	5	6
Programming/software development	PROG	2	3	4	5	6	7
Systems integration and build	SINT	2	3	4	5	6	7
Testing	TEST	1	2	3	4	5	6
Software configuration	PORT			3	4	5	6
Real-time/embedded systems development	RESO	2	3	4	5	6	7
Safety engineering	SFEN			3	4	5	6
Safety assessment	SFAS			4	5	6	7
Radio frequency engineering	RFEN	2	3	4	5	6	7
Animation development	ADEV			3	4	5	6
Data and analytics							
Data management	DATM			2	3	4	5
Data modelling and design	DTAN	2	3	4	5	6	7
Database design	DBDS			3	4	5	6
Data engineering	DENG	2	3	4	5	6	7
Database administration	DBAD	2	3	4	5	6	7
Data science	DATS	2	3	4	5	6	7
Machine learning	MLNG	2	3	4	5	6	7
Business intelligence	BINT	2	3	4	5	6	7
Data visualisation	VISL			3	4	5	6
User experience							
User research	URCH			3	4	5	6
User experience analysis	UNAN			3	4	5	6
User experience design	HCEV			3	4	5	6
User experience evaluation	USEV	2	3	4	5	6	7
Content management							
Content 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							
Scientific modelling	SCMO			4	5	6	7
Numerical analysis	NUAN			4	5	6	7
High-performance computing	HPCC			4	5	6	7

Relationships and engagement							
Stakeholder management							
Sourcing	SORC	2	3	4	5	6	7
Supplier management	SUPP	2	3	4	5	6	7
Contract management	ITCM			3	4	5	6
Stakeholder relationship management	RLMT			4	5	6	7
Customer service support	CSMG	1	2	3	4	5	6
Business administration	ADMIN	1	2	3	4	5	6
Sales and marketing							
Marketing	MKTG	2	3	4	5	6	7
Selling	SALE			3	4	5	6
Sales support	SSUP	1	2	3	4	5	6

Delivery and operation							
Technology management							
Technology service management	ITMG					5	6 7
Application support	ASUP			2	3	4	5
IT infrastructure	ITOP	1	2	3	4	5	6
System software	SYSP			3	4	5	6
Network support	NTAS			2	3	4	5
Systems installation and removal	HSIN	1	2	3	4	5	6
Configuration management	CFMG			2	3	4	5 6
Release and deployment	RELM			3	4	5	6
Storage management	STMG			3	4	5	6
Facilities management	DCMA			3	4	5	6
Service management							
Service level management	SLMO	2	3	4	5	6	7
Service catalogue management	SCMG			3	4	5	6
Availability management	AVMT			4	5	6	7
Capacity management	CPMG			4	5	6	7
Incident management	USUP			2	3	4	5
Problem management	PBMG			3	4	5	6
Change control	CHMG			2	3	4	5 6
Asset management	ASMG			2	3	4	5 6
Service acceptance	SEAC			4	5	6	7
Security services							
Security operations	SCAD	1	2	3	4	5	6
Vulnerability assessment	VUAS			2	3	4	5
Digital forensics	DGFS			3	4	5	6
Penetration testing	PENT			3	4	5	6

People and skills							
People management							
Performance management	PEMT			4	5	6	7
Employee experience	EEXP			4	5	6	7
Organisational facilitation	OFCL			4	5	6	7
Professional development	PDSV			4	5	6	7
Workforce planning	WFPL			4	5	6	7
Resourcing	RESC			3	4	5	6
Skills management							
Learning and development management	ETMG			3	4	5	6 7
Learning design and development	TMCR			3	4	5	6
Learning delivery	ETDL			2	3	4	5
Competency assessment	LEDA			3	4	5	6
Certification scheme operation	CSOP			2	3	4	5
Teaching	TEAC			2	3	4	5 6 7
Subject formation	SUBF			4	5	6	7

Levels of responsibility	
The SFIA Framework describes seven levels of increasing responsibility, accountability and impact from Level 1, the lowest, to Level 7, the highest.	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
Each of the seven levels is labelled with a guiding phrase to summarise the level of responsibility.	

6 Categories of I.T.

Strategy & architecture

Change and transformation

Development and implementation

Delivery and operation

People and skills

Relationship and engagement

19 Sub-categories

121 Skills Codes



Strategy and architecture

Strategy and planning

		1	2	3	4	5	6	7
Strategic planning	ITSP					5	6	7
Information systems coordination	ISCO						6	7
Information management	IRMG				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	
Research	RSCH		2	3	4	5	6	
Dem						4	5	6
Inve					4	5	6	
Final					4	5	6	
Mea			3	4	5	6		
Sust				4	5	6		
Conl			2	3	4	5	6	

Level 2 Within given research goals, assists in selection and review of credible and reliable resources. Searches for relevant material using specialised websites and sources, reads relevant articles to update knowledge of the relevant field. Reports on work carried out and may contribute sections of publication-quality material. Curates, under guidance, a personal collection of relevant material.

Level 6 Develops the organisation's research policy and supervises the work of research functions. Promotes activities externally, attracts and manages significant portfolios of research funding. Sets research goals and authorises research proposals. Leads strategic and/or interdisciplinary research projects. Maintains a strong external network reaching beyond own immediate area of specialism. Takes a leading part in professional activities outside own employing organisation. Presents keynote papers at major conferences, writes articles for high impact journals, and presents reports to major clients.

Security and privacy

		1	2	3	4	5	6	7
Information security	SCTY			3	4	5	6	7
Information assurance	INAS			3	4	5	6	7
Personal data protection	PEDP					5	6	
Vulnerability research	VURE			3	4	5	6	
Threat intelligence	THIN		2	3	4	5	6	

Code structure

Each level has a description which indicates what is required at that level.

Category changes

Main Category change

Skills and quality (old)

People and skills (New)

Sub category changes renamed (old)

New name

Information Strategy,
Business strategy and planning
Technical strategy and planning

Strategy and planning
Security and privacy
Governance, risk and compliance

Business change implementation
Business change management

Change Implementation
Change Analysis
Change Planning

Installation and
intergration

Data and analytics
Content management
Computational science

Service design
Service transition
Service operations

Technology management
Service management
Security Services

Quality and conformance

Governance, risk and compliance in the RED area



What codes are out?

Retired/Replaced with.....

Analytics	INAN	Retired - merged with DATS Data science and BINT Business intelligence
Business Analysis	BUAN	Retired - split into 2 new skills for more granularity in use BUSA FEAS
Conformance review	CORE	Retired - merged with AUDT Audit and QUAS Quality assurance
Network planning	NTPL	Retired - merged with NTDS Network design

Skills moved to other categories

Skill codes moved to other categories		New position
Measurement (blue)	MEAS	Moved to Strategy and planning (Red)
Product management (green)	PROD	Moved to Development and implementation (yellow)
Digital forensics (blue)	DGFS	Moved to Security services (brown)
Data visulisation (red)	VISL	Moved to Development and implementation (yellow)
Change control (was Management)	CHMG	Moved to new sub category Service management (still brown)
Safety assessment (blue)	SFAS	Moved to sub category Systems development (yellow)
Radio frequency engineering (brown)	RFEN	Moved to sub category Systems development (yellow)

New levels added

Levels added to existing skill codes

Acceptance testing*	BPTS	Was Business Process Testing new levels 2/3 added
Risk management	BURM	New level 3 added
Organisational change management	CIPM	New levels 3/4 added
Consultancy	CNSL	New Level 4 added
Continuity management	COPL	New Levels 2/3 and 6 added
Contract management	ITCM	New level 3 added
Data visualisation	VISL	New level 3 added
IT infrastructure	ITOP	New level 5 added
Learning delivery	ETDL	New level 2 added
Network design	NTDS	New levels 3/4 added
Penetration testing	PENT	New level 3 added
Resourcing	RESC	New level 3 added
Safety assessment	SFAS	New level 4 added
Selling	SALE	New level 3 added
Systems design	DESN	New level 3 added
Teaching	TEAC	New levels 2/3/4 and 7 added

Levels removed

Levels removed skill code remains

Data management	DATM	Higher level scope L 2 / 3 removed
(Enterprise IT) Governance	GOVN	Higher scope / L5 removed

Skills renamed

Skill codes renamed (old)		New name
Business Process Testing	BPTS	Acceptance testing
Business Risk Management	BURM	Risk management
Change management	CHMG	Change control
Enterprise IT governance	GOVN	Governance
Systems installation/decommissioning	HSIN	Systems installation and removal
Information content authoring	INCA	Content Authoring
Information content publishing	ICPM	Content Publishing
Information governance	IRMG	Information management
IT management	ITMG	Technology service management
Porting/software configuration	PORT	Software configuration
Security administration	SCAD	Security operations
Teaching and subject information	TEAC	Teaching

Investment appraisal	INVA	4 5 6	Strategy and architecture	Strategy and planning	Assessing the attractiveness of possible investments or projects.
Personal data protection	PEDP	5 6	Strategy and architecture	Security and privacy	Implementing and operating a framework of controls and management strategies to promote compliance with personal data legislation.
Vulnerability research	VURE	4 5 6	Strategy and architecture	Security and privacy	Conducting applied research to discover, evaluate and mitigate new or unknown security vulnerabilities and weaknesses.
Threat intelligence	THIN	4 5 6	Strategy and architecture	Security and privacy	Developing and sharing actionable insights on current and potential security threats to the success or integrity of an organisation.
Audit	AUDT	4 5 6 7	Strategy and architecture	Governance, risk and compliance	Delivering independent, risk-based assessments of the effectiveness of processes, the controls, and the compliance environment of an organisation.
Business situation analysis	BUSA	4 5 6	Change and transformation	Change analysis	Investigating business situations to define recommendations for improvement action.
Feasibility assessment	FEAS	4 5 6	Change and transformation	Change analysis	Defining, evaluating and describing business change options for financial, technical and business feasibility, and strategic alignment.

Systems and software life cycle engineering	SLEN	4	5	6	7	Development and implementation	Systems development	Establishing and deploying an environment for developing, continually improving, and securely operating software and systems products and services.	
Data science	DATS	4	5	6	7	Development and implementation	Data and analytics	Applying mathematics, statistics, data mining and predictive modelling techniques to gain insights, predict behaviours and generate value from data.	
Data engineering	DENG	2	3	4	5	6	Data and analytics	Data engineering	Designing, building, operationalising, securing and monitoring data pipelines and data stores.
Machine learning	MLNG	4	5	6		Development and implementation	Data and analytics	Developing systems that learn through experience and by the use of data.	
Business intelligence	BINT	4	5			Development and implementation	Data and analytics	Developing, producing and delivering regular and one-off management information to provide insights and aid decision-making.	
Scientific modelling	SCMO	4	5	6	7	Development and implementation	Computational science	Applying computer simulation and other forms of computation to solve real-world problems in scientific disciplines.	
Numerical analysis	NUAN	4	5	6	7	Development and implementation	Computational science	Creating, analysing, implementing, testing and improving algorithms for numerically solving mathematical problems.	
High-performance computing	HPCC	4	5	6	7	Development and implementation	Computational science	Using advanced computer systems and special programming techniques to solve complex computational problems.	

Service catalogue management	SCMG	4 5	Delivery and operation	Service management	Providing a source of consistent information about available services and products to customers and users.
Vulnerability assessment	VUAS	4 5	Delivery and operation	Security services	Identifying and classifying security vulnerabilities in networks, systems and applications and mitigating or eliminating their impact.
Employee experience	EEXP	4 5 6	People and skills	People management	Enhancing employee engagement and ways of working, empowering employees and supporting their health and wellbeing.
Organisational facilitation	OFCL	4 5 6	People and skills	People management	Supporting workgroups to implement principles and practices for effective teamwork across organisational boundaries and professional specialisms.
Workforce planning	WFPL	4 5 6	People and skills	People management	Estimating the demand for people and skills and planning the supply needed to meet that demand.
Certification Scheme Operation	CSOP	4 5 6	People and skills	Skills management	Designing, developing and operating certification schemes, accreditations and credentials, including digital credentials or badges.
Subject formation	SUBF	4 5 6 7	People and skills	Skills management	Specifying, designing and developing curricula within a structured and systematic education environment.



Business administration	ADMN	4 5 6	Relationships and engagement	Stakeholder management	Managing and performing administrative services and tasks to enable individuals, teams and organisations to succeed in their objectives.
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