IT Community Project
“Customers do not come first. Employees come first. If you take care of your employees they will take care of the customers.”
Skills Database update & demo
Hello Marina
Welcome to the Competency Management System

Assess Competencies
Assess the competencies in your Job Profile.

Career Development
Compare your competencies to those in other roles.
The Behavioural Attributes Framework has been developed specifically for the University and contains eight behavioural attributes.

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<thead>
<tr>
<th>Behavioural Attributes Category</th>
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<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
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<tr>
<td>Achieving results</td>
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<td>Communication</td>
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<td>Innovation and change</td>
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<td>Negotiating and influencing</td>
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<td>People development</td>
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<td>Relationship building</td>
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<td>Strategic focus</td>
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<td>Valuing diversity</td>
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</table>

How Do I Assess?

1. You are reviewing ALL competencies in the selected framework. Competencies that are included in your Job Role are considered Core and are included with a green background in the grid for your reference.

2. Move your mouse pointer over the Competency Name in the grid on the left to see a definition for that Competency.

3. Move your mouse pointer over the cells in the grid to show the definition of level indicators for each competency.

4. Quick Assessment
SFIA Version 6

- Strategy and architecture
- Information strategy
- Advice and guidance
- Business strategy and planning
- Technical strategy and planning

- Change and transformation
- Business change implementation
- Business change management

- Development and implementation
- Systems development
- User experience
- Installation and integration

- Delivery and operation
- Service design
- Service transition
- Service operation

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4. Quick Assessment
You can browse competencies by role or by framework:

**Job Roles**

There are no job roles for you to browse currently. Please check back again later.

**Competency Frameworks**

Click on the framework name to view all the competencies in that framework.

- Behavioural Attributes Framework
- SFIA 6
Personal development planning with SFIA
SFIA

Don’t overthink it – use it

Deeper understanding comes with context

Think about responsibility levels

Limitations of SFIA – scope and scale

Challenge yourself!
Gaining skills and knowledge

- 70% On-the-job approaches (mentoring, coaching, shadowing, project placements)
- 20% Other (books, online, etc.)
- 10% Training courses
Project Placements, Shadowing, Mentoring
Project Placements, Shadowing, Mentoring

- Redrafted policy and procedure with IT focus

- Draft materials available on the project web pages at present ([link](link))—will be published eventually on the Community Portal

- Key points to be aware of:
  - One size does not fit all
  - Secondments still exist and people welcome to explore these
  - Project placements idea seems to offer good flexibility and more focussed outcomes for individual and host institution
  - Mentoring scheme will be run on a campaign basis to be launched from Jan 17
IT Portal
As part of the IT Community Project we plan to develop an IT Portal, which will be launched within the University either towards the latter stages of 2016 or in early January.

The portal will be a virtual ‘landing place’ for IT Community Development resources, standard job descriptions, training opportunities, etc. This will create a virtual space where all IT professionals can seek advice and guidance from colleagues, or offer support as an expert in a particular area.
IT Portal: forum
Where to submit your ideas

- UIS website
- Initiatives
- IT Community Development Project
- IT Portal Project Page

www.uis.cam.ac.uk/initiatives/it-community/it-portal-project-page
I would like to see a forum (message board) with sections for discussing technology spaces (e.g. Virtualisation, SANs, Networking) and Services (e.g. Software licensing, Email).

A list of upcoming UIS projects/ideas, their current status, and some mechanism for discussion and feedback.

It would also be helpful to have a question/answer mechanism for people seeking solutions to particular problems, with a voting system for recognising and promoting helpful replies.

We'd also need up-and-coming events.

I think a level of moderation would be helpful.
IT Portal: next steps

Timeline

Sept '16
Workshops and plan

Oct/Nov '16
Ideas

Dec '16
Develop and design

Jan '17
Launch
Any questions?