

## Role Profile: Agile Team Member

Attribute	Description
<b>Creation Date</b>	Feb 15, 2016
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<b>Job or Role</b>	Role
<b>Company Name</b>	Agile Competency Development
<b>Job/Role Title</b>	Agile Team Member
<b>Job/Role Reference</b>	
<b>Purpose and Scope</b>	This role describes the skills that are required for all members of an agile team (e.g. a Scrum or kanban team) irrespective of their role on the team. Typical team members would include Product Owner, Scrum Master, developers, testers, business analysts.
<b>Key Accountabilities</b>	Must be willing to perform own duties and help other team members with theirs. Must abide by and participate in Agile ceremonies. Must contribute to and implement continuous improvement.
<b>Key Processes</b>	Software development. Systems Development.
<b>Education requirements</b>	
<b>Qualification requirements</b>	Trained Agile Team Member
<b>Other requirements</b>	

7	set strategy, inspire, mobilise
6	initiate/influence
5	ensure/advise
4	enable
3	apply
2	assist
1	follow

The SFIA-based Job Description Creator tool on the Assessment Portal has been used to identify the SFIA skills and other key characteristics of this Role. SFIA has been used in this Role Profile in 2 ways:

- To identify the level of responsibility and accountability, or seniority, required to perform this Role. This is done by looking at 4 key responsibility attributes - Autonomy, Influence, Complexity and Business Skills.
- To identify the core skills and levels required to perform this Role Profile

SFIA attainment scoring for both the level of responsibility AND professional skills is defined from level 1 through 7 as shown in the table.

Based on the answers provided the Agile Team Member Role has been assessed as requiring the following minimum level:

### Level of responsibility and accountability: 3

Attribute	Level Description	Level Achieved	No.
<b>Autonomy</b>	Works under general direction. Uses discretion in identifying and responding to complex issues and assignments. Usually receives specific instructions and has work reviewed at frequent milestones.	Apply	3

	Determines when issues should be escalated to a higher level.		
<b>Influence</b>	Interacts with and may influence immediate colleagues. May have some external contact with customers, suppliers and partners. May have more influence in own domain.	Assist	2
<b>Complexity</b>	Performs a range of work activities in varied environments. May contribute to routine issue resolution.	Assist	2
<b>Business Skills</b>	Understands and uses appropriate methods, tools and applications. Demonstrates a rational and organised approach to work. Identifies and negotiates own development opportunities. Has sufficient communication skills for effective dialogue with customers, suppliers and partners. Is able to work in a team. Is able to plan, schedule and monitor own work within short time horizons. Absorbs new information when it is presented systematically and applies it effectively.	Assist	2











## Professional Skills

SFIA V6 describes 97 skills, each at several of the 7-levels. **10** skills at an individual level have been selected as most relevant for performance of this Role. These are shown below, along with an indication of whether they are essential or merely desirable.

### LEGEND

 = The skill at this level is essential (core) for the Role       = The skill at this level is desirable (non-core) for the Role

### Professional Skills Profile

Category	Sub Category	Code	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
<b>Strategy and architecture</b>	Technical strategy and planning	EMRG							
<b>Development and implementation</b>	Systems development	DESN							
<b>Development and implementation</b>	Systems development	PROG							
<b>Development and implementation</b>	Systems development	TEST							
<b>Development and implementation</b>	User experience	UNAN							
<b>Delivery and operation</b>	Service transition	CHMG							
<b>Delivery and operation</b>	Service operation	ASUP							
<b>Skills and quality</b>	Quality and conformance	QUMG							

The level descriptions shown below are those identified as essential/core (green) for this job/role. All level definitions are available on the SFIA website – [www.sfia-online.org](http://www.sfia-online.org)

### Emerging technology monitoring (EMRG) Level 4

Maintains awareness of opportunities provided by new technology to address challenges or to enable new ways of working. Within own sphere of influence, works to further organisational goals, by the study and use of emerging technologies and products. Contributes to briefings and presentations about their relevance and potential value to the organisation.

**Systems design (DESN) Level 3**

Specifies user/system interfaces, and translates logical designs into physical designs taking account of target environment, performance & security requirements and existing systems. Produces detailed designs and documents all work using required standards, methods and tools, including prototyping tools where appropriate.

**Programming/software development (PROG) Level 2**

Designs, codes, tests, corrects, and documents simple programs, or scripts and assists in the implementation of software which forms part of a properly engineered information or communications system.

**Testing (TEST) Level 1**

Executes given test scripts under supervision. Records results and reports issues. Develops an understanding of the role of testing within system development, as a tool for design improvement as well as a validation process.

**User experience analysis (UNAN) Level 3**

Identifies and engages with users/ stakeholders, defines relevant characteristics (e.g. “personas”) and describes users goals and tasks (e.g. as “user stories”). Describes the environment within which the system will be used. Identifies and describes requirements of users with special needs (e.g. resulting from physical disabilities).

**Change management (CHMG) Level 2**

Documents changes based on requests for change. Applies change control procedures.

**Change management (CHMG) Level 3**

Develops, documents and implements changes based on requests for change. Applies change control procedures.

**Application support (ASUP) Level 2**

Assists in the investigation and resolution of issues relating to applications. Assists with specified maintenance procedures.

**Quality management (QUMG) Level 4**

Uses quality management models and techniques to identify areas for improvement. Determines corrective action to reduce errors and improve the quality of the system and services.

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