

Professional Development Report: <NAME>

Attribute	Description
Creation Date	Jul 23, 2015
Seniority	Team Leader
Employment Contract	Permanent Full-time
Time in current role	More than 7 Years
Time in org	More than 20 Years
Recent or Current Role (provided by assessee)	

The SFIA Professional Development tool on the Assessment Portal has been used to identify the level of matching between a Job/Role and the Individual SFIA Skills Assessments for the above person.

This Professional Development Assessment Report compares a number of key attributes:

- Essential Skills – those deemed essential (core) for the Job/Role
- Desirable Skills – those deemed optional (non-core) for the Job/Role

Professional Development Table(s)

The following Job or Roles have at least one skill match for <NAME>

The following table contains ONLY validated skills

Job/Role Name	Overall Match ¹	Autonomy Difference ²	Influence Difference ²	Complexity Difference ²	Business Skills Difference ²	Job/Position Profile Scale (tasks) ³	Person Profile Scale (tasks) ⁴	Essential Skills Match ⁵	Desirable Skills Match ⁵
Business Analyst	89%	1	1	2	1	4.97%	35.64%	100%	75%
Application Portfolio Analyst	63%	0	-1	0	0	2.21%	35.64%	75%	50%
Demand Portfolio Analyst	63%	0	-1	0	0	2.21%	35.64%	75%	50%
Incident Management Process Owner	55%	0	-1	0	0	3.04%	35.64%	60%	50%
IT Strategic Planner	50%	-1	-2	-1	-1	1.66%	35.64%	75%	
Problem Analyst	50%	2	1	2	2	2.21%	35.64%	60%	33%
IT Architect	48%	1	-1	0	0	5.8%	35.64%	50%	40%
Problem Manager	45%	1	0	1	1	2.76%	35.64%	44%	50%
Senior IT Architect	41%	0	-1	-1	-1	7.73%	35.64%	53%	17%
Lead IT Architect	41%	0	-1	-1	-1	10.5%	35.64%	45%	30%
Technical Change Coordinator	40%	2	1	2	2	1.38%	35.64%	50%	
PMO Analyst	39%	1	0	1	1	2.49%	35.64%	50%	25%
Service Level Manager	33%	0	-1	0	0	4.14%	35.64%	33%	33%
IT Capital Planning Analyst	31%	0	-1	0	0	2.21%	35.64%	30%	33%
Solutions Architect	28%	0	-1	0	0	2.49%	35.64%	50%	17%
Business Relationship Manager	27%	0	-1	0	-1	3.04%	35.64%	20%	33%
Business Continuity Planner	26%	0	-1	-1	0	15.75%	35.64%	50%	15%

IT Service Continuity-Disaster recovery analyst	26%	0	-1	-1	-1	18.23%	35.64%	50%	17%
Business and Performance Analyst	25%	1	0	1	1	1.1%	35.64%	33%	
IT Future Centre Specialist	22%	1	0	0	1	4.97%	35.64%	25%	17%
Incident Manager	19%	0	-1	0	0	8.84%	35.64%	20%	18%
Quality Assurance	19%	1	0	1	1	2.21%	35.64%	25%	13%
Telecom Billing Services Analyst	18%	3	1	3	3	3.04%	35.64%	13%	33%
Crisis Coordinator	18%	0	-1	0	0	19.34%	35.64%	32%	8%
L2 Support Team	17%	2	1	1	2	1.66%	35.64%	25%	
Service Catalogue Manager	17%	1	1	2	1	1.66%	35.64%	50%	
Service Portfolio Manager	16%	0	-1	0	0	4.42%	35.64%	7%	22%
L3 Support Team	15%	1	1	0	2	2.76%	35.64%	25%	
Request Fulfilment Supervisor	14%	0	0	1	1	3.87%	35.64%	25%	10%
Change Coordinator	13%	2	1	1	2	2.21%	35.64%	17%	
Change Manager	12%	0	-1	0	0	3.59%	35.64%	10%	13%
SLM Process Owner	8%	0	-1	0	0	1.66%	35.64%		17%

This table contains ONLY self assessed skills

Job/Role Name	Overall Match ¹	Autonomy Difference ²	Influence Difference ²	Complexity Difference ²	Business Skills Difference ²	Job/Position Profile Scale (tasks) ³	Person Profile Scale (tasks) ⁴	Essential Skills Match ⁵	Desirable Skills Match ⁵
Demand Portfolio Analyst	66%	0	-2	0	-1	2.21%	35.64%	88%	44%
Application Portfolio Analyst	66%	0	-2	0	-1	2.21%	35.64%	88%	44%
IT Strategic Planner	54%	-1	-3	-1	-2	1.66%	35.64%	75%	13%
Business Analyst	53%	1	0	2	0	4.97%	35.64%	40%	69%

Incident Analyst	20%	3	1	3	2	1.38%	35.64%	20%	
Service Portfolio Manager	19%	0	-2	0	-1	4.42%	35.64%	21%	17%
SLM Process Owner	17%	0	-2	0	-1	1.66%	35.64%		33%
Change Coordinator	16%	2	0	1	1	2.21%	35.64%	17%	13%
IT Future Centre Specialist	15%	1	-1	0	0	4.97%	35.64%	15%	17%
Telecom Billing Services Analyst	14%	3	0	3	2	3.04%	35.64%	16%	8%
L3 Support Team	8%	1	0	0	1	2.76%	35.64%	13%	
L2 Support Team	4%	2	0	1	1	1.66%	35.64%	6%	

Notes:

1. **Overall Match:** is an average of "Essentials Skills Match" and "Desirable Skills Match".
2. **Responsibility Difference:** the difference between the required level of responsibility for the job/role and the individual assessed level of responsibility.
3. **Job/Role Profile Scale (tasks):** a measure of how many of the 362 tasks (an individual skill at a specific level) are stated as being essential or desirable for the performance of a job/role.
4. **Personal Profile Scale (tasks):** a measure of how many of the 362 tasks (an individual skill at a specific level) an individual has assessed as being current and relevant to them.
5. **Essential Skills Match and Desirable Skills Match:** Percentage match based on how many of the tasks (skills at levels) the candidate matched. If their individual profile contains matching "skill level currently possessed" (green) results, this is measured as a 100% match. For "some skills possessed at this level but not all" (orange) match, this would be counted as a 50% match. This scoring principle is also used in the calculation for "Job/Role Profile Scale" and "Personal Profile Scale".