

Tags	Category	Subcategory	Skill	Code	Levels							What it covers
CYBR_01, DATA_10	Strategy and architecture	Strategy and planning	Strategic planning	ITSP				4	5	6	7	Long term technical direction
DATA_09			Information system coordination	ISCO						6	7	Coordinate enterprise system
CYBR_13, DATA_05			Information management	IRMG			3	4	5	6	7	Info lifecycle & policy
CYBR_06, DATA_04			Enterprise and business architecture	STPL					5	6	7	Org-wide architecture, align data with strategy
CYBR_07, CLOU_02, DATA_19, SOFT_28, DEVO_26			Solution architecture	ARCH				4	5	6		End-to-end system design, platform architecture, cloud architecture/design
DATA_33			Innovation management	INOV					5	6	7	Data innovation initiatives
			Emerging technology monitoring	EMRG				4	5	6		
CYBR_19			Formal research	RSCH		2	3	4	5	6		Experimental & exploratory work
			Sustainability	SUST				4	5	6		
SOFT_48		Financial and value management	Financial management	FMIT				4	5	6		
SOFT_38			Investment appraisal	INVA				4	5	6		
SOFT_40			Benefits management	BENM			3	4	5	6		
			Budgeting and forecasting	BUDF		2	3	4	5	6		
			Financial analysis	FIAN		2	3	4	5	6		
CLOU_11			Cost management	COMG		2	3	4	5	6		Cost optimization & budgeting
CYBR_03			Demang management	DEMM				4	5	6		
CYBR_16, DATA_41, SOFT_14, DEVO_07			Measurement	MEAS		2	3	4	5	6		KPIs, DORA metrics, engineering metrics
CYBR_02, DATA_48, DEVO_33		Security and privacy	Information security	SCTY		2	3	4	5	6	7	Secure coding & systems
CYBR_14, DATA_49			Information assurance	INAS		2	3	4	5	6	7	Data security, assurance & compliance
CYBR_12, DATA_07			Information and data compliance	PEDP				4	5	6		Privacy & data laws
CYBR_20			Vulnerability research	VURE		2	3	4	5	6		
CYBR_21			Threat intelligence	THIN		2	3	4	5	6		Threat analysis
CYBR_09, DATA_01, SOFT_45		Governance, risk, and compliance	Governance	GOVN						6	7	Data governance across org
CYBR_10, DATA_02, DEVO_02			Risk management	BURM		2	3	4	5	6	7	Technical and deliver risks, data risk & compliance

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DATA_03			Artificial intelligence and data ethics	AIDE			3	4	5	6	AI systems & strategy, ethical AI, bias, fairness
CYBR_11, DATA_53			Audit	AUDT		2	3	4	5	6	7 Data audits & compliance
CYBR_15, DATA_46			Quality management	QUMG		2	3	4	5	6	7 Engineering quality standards
DATA_47, SOFT_13			Qualit assurance	QUAS		2	3	4	5	6	Standards & quality systems
CYBR_17		Advice and guidance	Consultancy	CNSL				4	5	6	7
CYBR_18			Specialist advice	TECH				4	5	6	Guding technical teams
DATA_36, SOFT_07, DEVO_23			Methods and tools	METL		2	3	4	5	6	Agile, CI/CD, DevOps toolchains, data tooling, practices
SOFT_37	Change and transformation	Change implementation	Portfolio management	POMG					5	6	7
CYBR_22, SOFT_39			Programme management	PGMG						6	7 Data pipelines & apps
CYBR_23, SOFT_19			Project management	PRMG				4	5	6	7 Planning & coordination, scope, time, cost
			Portfolio, programme and project support	PROF		2	3	4	5	6	
CYBR_24			Delivery management	DEMG			3	4	5	6	
DATA_28, SOFT_23		Change analysis	Business situation analysis	BUSA		2	3	4	5	6	Translating needs into solution, data requirements
DATA_29, SOFT_24			Feasibility assessment	FEAS		2	3	4	5	6	Data solution feasibility
CYBR_05, DATA_30, SOFT_01, DEVO_24			Requirements definition and management	REQM		2	3	4	5	6	FR & NFR, engineering clarity, translating needs into specs
			Business modelling	BSMO		2	3	4	5	6	
SOFT_31, DEVO_22			User acceptance testing	BPTS		2	3	4	5	6	User validation
DATA_34		Change planning	Business process improvement	BPRE		2	3	4	5	6	7 Process optimization
DATA_35, SOFT_22, DEVO_04			Organisational capability development	OCDV					5	6	7 Maturity growth (DevOps, agile)
DATA_37, DEVO_03			Organisation design and implementation	ORDI			3	4	5	6	7 Structuring teams & operating models
CYBR_25, DATA_42			Organisational change management	CIPM		2	3	4	5	6	Change adoption
DATA_45, DEVO_12			Job analysis and design	JADN			3	4	5		Role clarity & skill alignment
CYBR_26, DATA_43			Organisational change enablement	OCEM				4	5	6	Adoption & enablement

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DATA_18, SOFT_20	Development and implementation	Systems development	Product management	PROD		2	3	4	5	6	Value & road map, product ownership	
CYBR_27, DATA_23, SOFT_17, DEVO_08			System development management	DLMG				4	5	6	7	Owning delivery outcomes, delivery management
CYBR_28, SOFT_18, DEVO_01			Systems and software lifecycle engineering	SLEN			3	4	5	6	7	Defines and improve SDLC
CYBR_29, DATA_21, SOFT_02, DEVO_27			Systems design	DESN		2	3	4	5	6	High-level and detailed design, system-level design, data system design	
CYBR_31, DATA_24, SOFT_03, DEVO_25			Software design	SWDN		2	3	4	5	6	Component-level design, data application design	
CYBR_32, CLOU_04			Network design	NTDS		2	3	4	5	6	VPC, routing, security groups	
CYBR_30, CLOU_03, DATA_20			Infrastructure design	IFDN		2	3	4	5	6	Data infrastructure, compute, storage, network design	
CYBR_33			Harware design	HWDE		2	3	4	5	6		
CYBR_34, DATA_22, SOFT_04, DEVO_14			Programming / software development	PROG		2	3	4	5	6	Writing, testing, maintaining code (core coding skill)	
CYBR_35, SOFT_05, DEVO_17			Systems integration and build	SINT		2	3	4	5	6	CI pipelines, integrations	
CYBR_37, DATA_25, SOFT_09, DEVO_15			Functional testing	TEST	1	2	3	4	5	6		
CYBR_38, DATA_26, SOFT_10, DEVO_16			Non-functional testing	NFTS	1	2	3	4	5	6	Feature validation   unit, integration, system testing, data process testing	
DATA_27			Process testing	PRTS	1	2	3	4	5	6		
			Software configuration	PORT		2	3	4	5	6	Versioning, builds, CI/CD	
CYBR_36, SOFT_06			Real-time / embedded systems development	RESN		2	3	4	5	6	Time critical system	
SOFT_15			Safety engineering	SFEN		2	3	4	5	6		
SOFT_21			Safety assessment	SFAS				4	5	6	Safety assurance	
			Radio frequency engineering	RFEN		2	3	4	5	6		
			Animation development	ADEV		2	3	4	5	6		
CYBR_08, DATA_06		Data and analytics	Data management	DATM		2	3	4	5	6	Data policies & standards	
DATA_15, SOFT_29			Data modelling and design	DTAN		2	3	4	5			
DATA_16, SOFT_30			Database design	DBDS		2	3	4	5		Schema & normalization	
CYBR_71, DATA_11			Data analytics	DAAN		2	3	4	5	6	7	Dasboards, insights, metrics

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CYBR_72, DATA_12			<b>Data science</b>	<b>DATS</b>		2	3	4	5	6		Modeling, experimentation
DATA_13			<b>Machine learning</b>	<b>MLNG</b>		2	3	4	5	6		ML models, evaluation
CYBR_73, DATA_14			<b>Business intelligence</b>	<b>BINT</b>		2	3	4	5			BI platforms
CYBR_74, DATA_17			<b>Data engineering</b>	<b>DENG</b>		2	3	4	5	6		Data pipelines & storage
			<b>Data visualisation</b>	<b>VISL</b>		2	3	4	5			Visual storytelling
SOFT_25		User centred design	User research	URCH		2	3	4	5	6		
			Customer experience	CEXP		2	3	4	5	6		
			Accessibility and inclusion	ACIN		2	3	4	5	6		
SOFT_26			User experience analysis	UNAN		2	3	4	5			
SOFT_27			<b>User experience design</b>	<b>HCEV</b>		2	3	4	5	6		Usability, interaction design
SOFT_32			User experience evaluation	USEV		2	3	4	5	6		
DATA_31		Content management	<b>Content design and authoring</b>	<b>INCA</b>		1	2	3	4	5	6	Data content & documentation
DATA_32			Content publishing	ICPM		1	2	3	4	5	6	
CYBR_45, DATA_39, DEVO_09			<b>Knowledge management</b>	<b>KNOW</b>		2	3	4	5	6	7	Documentation & knowledge sharing
			Graphic design	GRDN		1	2	3	4	5		
		Computational science	Scientific modelling	SCMO				4	5	6	7	
			Numerical analysis	NUAN				4	5	6	7	
			High-performance computing	HPCC				4	5	6	7	
CYBR_52, CLOU_01	Delivery and operation	Technology management	<b>Technology service management</b>	<b>ITMG</b>					5	6	7	Cloud service strategy management
SOFT_16			<b>Application support</b>	<b>ASUP</b>		2	3	4	5			Post release support
CYBR_53, CLOU_05, DEVO_21			<b>Infrastructure operations</b>	<b>ITOP</b>		1	2	3	4	5		Runtime environments, cloud operations, monitoring
CYBR_59, CLOU_06			<b>System software administration</b>	<b>SYSP</b>		2	3	4	5			OS, middleware, cloud services
CYBR_54			Network support	NTAS		1	2	3	4	5		
			Systems installation and removal	HSIN		1	2	3	4	5		
SOFT_08, DEVO_13			<b>Configuration management</b>	<b>CFMG</b>		2	3	4	5	6		IaC, config consistency, versioning
CYBR_56, CLOU_09, SOFT_11, DEVO_18			<b>Release management</b>	<b>RELM</b>		2	3	4	5	6		Controlled releases, safe and repeatable releases,

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CYBR_57, CLOU_10, SOFT_12, DEVO_19			Deployment	DEPL		2	3	4	5	6	Repeatable releases, automated deployment, cloud release pipelines
CYBR_58, CLOU_08, DATA_63			Storage management	STMG		2	3	4	5	6	Storage & data lifecycle, object/block storage, backups
			Facilities management	DCMA		2	3	4	5	6	
		Service management	Service level management	SLMO		2	3	4	5	6	7
			Service catalogue management	SCMG		2	3	4	5		
DATA_58			Availability management	AVMT			3	4	5	6	Data platform uptime
CYBR_62, CLOU_07, DATA_59			Continuity management	COPL		2	3	4	5	6	Disaster recovery, DR, backups, resilience
DATA_64			Capacity management	CPMG		2	3	4	5	6	Data platform scaling
CYBR_63, DATA_57, SOFT_35, DEVO_29			Incident management	USUP	1	2	3	4	5	6	Live incident response
CYBR_64, DATA_60, SOFT_36, DEVO_28			Problem management	PBMG		2	3	4	5		Root cause analysis
CYBR_65, SOFT_34, DEVO_32			Change control	CHMG		2	3	4	5	6	Safe system evolution
CYBR_66			Asset management	ASMG		2	3	4	5	6	
SOFT_33			Service acceptance	SEAC			3	4	5	6	
CYBR_61, DATA_51, DEVO_34		Security services	Identity and access mangagement	IAMT	1	2	3	4	5	6	Access control
CYBR_60, DATA_50, DEVO_35			Security operations	SCAD	1	2	3	4	5	6	Monitoring & response
CYBR_67, DATA_52, DEVO_30			Vulnerability assessment	VUAS		2	3	4	5		Security posture
CYBR_68			Digital forensics	DGFS		2	3	4	5	6	
CYBR_69			Cybercrime investigation	CRIM		2	3	4	5	6	
CYBR_70			Offensive cyber operations	OCOP		2	3	4	5	6	
CYBR_39, DEVO_31			Penetration testing	PENT		2	3	4	5	6	Security validation
		Data and records operations									
DATA_55			Record management	RMGT	1	2	3	4	5		
DATA_61			Analytical classificaiton and coding	ANCC		2	3	4	5	6	Classification
CYBR_55, DATA_62, DEVO_20			Database administration	DBAD		2	3	4	5		DB operations

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CYBR_40, DATA_44, SOFT_43, DEVO_10	People and skills	People management	Performance management	PEMT				4	5	6		Team & individual performance
CYBR_41, DEVO_11			Employee experience	EEXP				4	5	6		Dev productivity & engagement
			Organisation facilitation	OFCL				4	5	6		
CYBR_42, SOFT_44			Professional development	PDSV				4	5	6		
CYBR_43			Workforce planning	WFPL				4	5	6		
CYBR_44, SOFT_42			Resourcing	RESC		2	3	4	5	6		
CYBR_47		Skills management	Learning and development management	ETMG		2	3	4	5	6	7	
CYBR_46			Learning design and development	TMCR		2	3	4	5			
CYBR_48, DATA_40			Learning delivery	ETDL		2	3	4	5			Training & learning programs
DATA_38, DEVO_06			Competency assessment	LEDA		2	3	4	5	6		Skills evaluation & development
CYBR_51			Certification scheme operation	CSOP		2	3	4	5	6		
CYBR_49			Teaching	TEAC		2	3	4	5	6	7	
CYBR_50			Subject formation	SUBF				4	5	6	7	
CYBR_75	Relationships and engagement	Stakeholder management	Sourcing	SORC		2	3	4	5	6	7	
CYBR_76, SOFT_46			Supplier management	SUPP		2	3	4	5	6	7	
CYBR_77, SOFT_47			Contract management	ITCM		2	3	4	5	6	7	
CYBR_04, DATA_08, SOFT_41, DEVO_05			Stakeholder relationship management	RLMT				4	5	6	7	Cross-team & business alignment
DATA_56			Customer service support	CSMG	1	2	3	4	5	6		
			Business administration	ADMN	1	2	3	4	5	6		
		Sales and bid management	Bid/proposal management	BIDM			3	4	5	6		
			Selling	SALE			3	4	5	6		
			Sales support	SSUP	1	2	3	4	5	6		
		Marketing	Marketing management	MKTG				4	5	6	7	
			Market research	MRCH			3	4	5	6		
			Brand management	BRMG				4	5	6		
			Customer engagement and loyalty	CELO			3	4	5	6		
			Marketing campaign management	MKCM			3	4	5			

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			Digital marketing	DIGM		2	3	4	5			