

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	Financial management	FMIT			4	5	6			
SOFT_38		Investment appraisal	Investment appraisal	INVA			4	5	6			
SOFT_40		Benefits management	Benefits management	BENM		3	4	5	6			
		Budgeting and forecasting	Budgeting and forecasting	BUDF	2	3	4	5	6			
		Financial analysis	Financial analysis	FIAN	2	3	4	5	6			
CLOU_11		Cost management	Cost management	COMG	2	3	4	5	6			Cost optimization & budgeting
CYBR_03		Demang management	Demang management	DEMM			4	5	6			
CYBR_16, DATA_41, SOFT_14, DEVO_07		Measurement	Measurement	MEAS	2	3	4	5	6			KPIs, DORA metrics, engineering metrics
CYBR_02, DATA_48, DEVO_33	Security and privacy	Information security	Information security	SCTY	2	3	4	5	6	7		Secure coding & systems
CYBR_14, DATA_49		Information assurance	Information assurance	INAS	2	3	4	5	6	7		Data security, assurance & compliance
CYBR_12, DATA_07		Information and data compliance	Information and data compliance	PEDP			4	5	6			Privacy & data laws
CYBR_20		Vulnerability research	Vulnerability research	VURE	2	3	4	5	6			
CYBR_21		Threat intelligence	Threat intelligence	THIN	2	3	4	5	6			Threat analysis
CYBR_09, DATA_01, SOFT_45	Governance, risk, and compliance	Governance	Governance	GOVN					6	7		Data governance across org
CYBR_10, DATA_02, DEVO_02		Risk management	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	OCEN				4	5	6			Adoption & enablement

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	Development and implementation	Systems development										
DATA_18, SOFT_20			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	RESD	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			Data science	DATS	2	3	4	5	6		Modeling, experimentation	
DATA_13			Machine learning	MLNG	2	3	4	5	6		ML models, evaluation	
CYBR_73, DATA_14			Business intelligence	BINT	2	3	4	5			BI platforms	
CYBR_74, DATA_17			Data engineering	DENG	2	3	4	5	6		Data pipelines & storage	
			Data visualisation	VISL	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		User experience design	HCEV		2	3	4	5	6		Usability, interaction design	
SOFT_32		User experience evaluation	USEV		2	3	4	5	6			
DATA_31	Content management	Content design and authoring	INCA	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		Knowledge management	KNOW		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	Technology service management	ITMG				5	6	7	Cloud service strategy management	
SOFT_16			Application support	ASUP	2	3	4	5			Post release support	
CYBR_53, CLOU_05, DEVO_21			Infrastructure operations	ITOP	1	2	3	4	5		Runtime environments, cloud opeartions, monitoring	
CYBR_59, CLOU_06			System software administration	SYSP		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			Configuration management	CFMG		2	3	4	5	6		IaC, config consistency, versioning
CYBR_56, CLOU_09, SOFT_11, DEVO_18			Release management	RELM		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		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 management	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_55	Data and records operations		Record management	RMGT	1	2	3	4	5			
DATA_61			Analytical classification 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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	People and skills	People management	Performance management	PEMT				4	5	6	Team & individual performance
CYBR_40, DATA_44, SOFT_43, DEVO_10			Employee experience	EEXP				4	5	6	Dev productivity & engagement
CYBR_41, DEVO_11			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	