



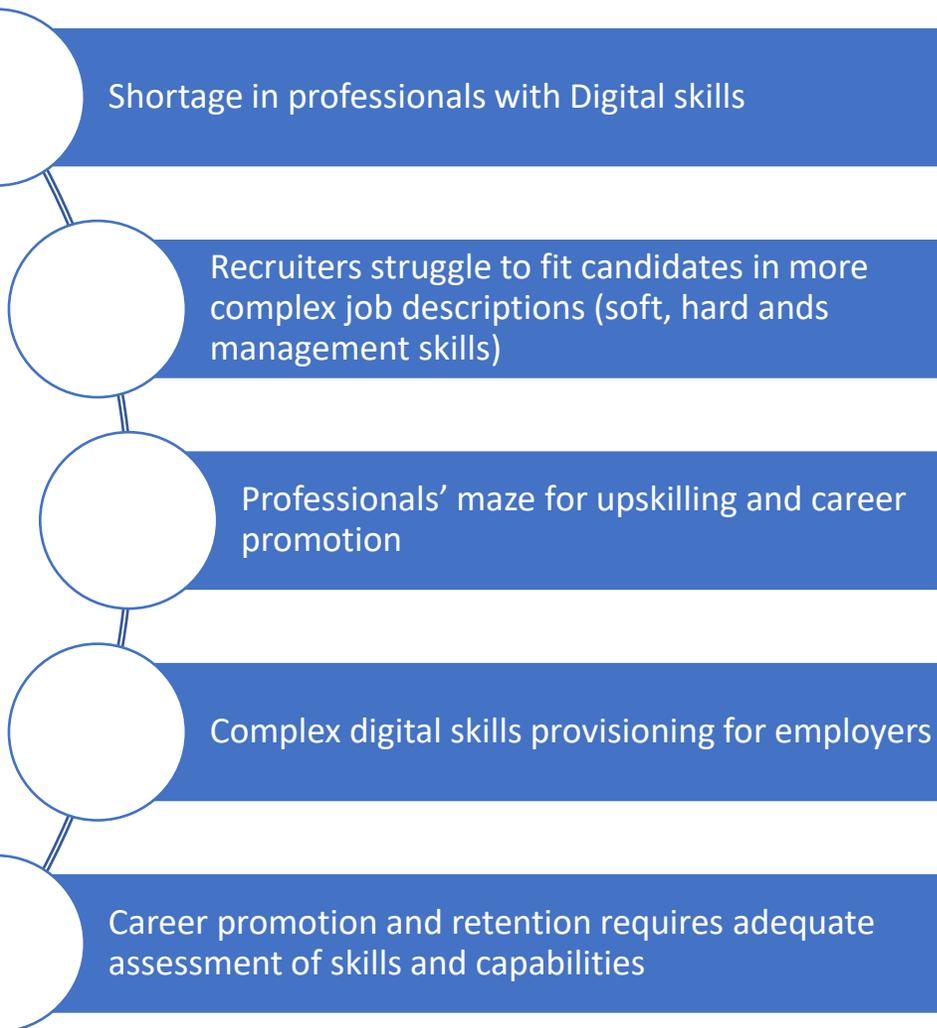
High Impact Digital Professionals

Recruitment, Upskilling and Management

Concepts, tools and services



Challenges and opportunities



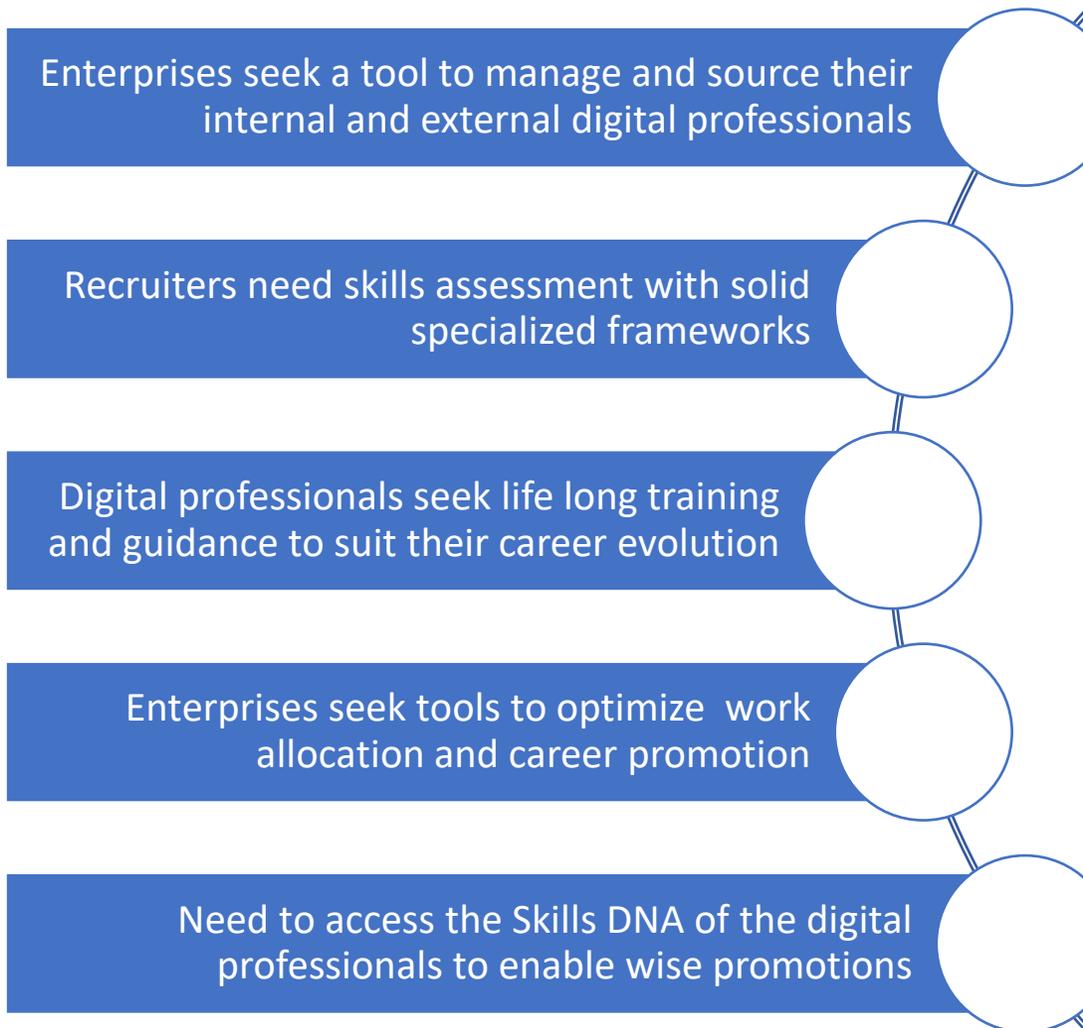
Find

Recruit

Upskill

Provision

Retain



Competences Management Tools | Role development Tool | Data Analytics Tool | Teams and projects Tool

Find

Recruit

Upskill

Provision

Retain Promote

CATEGORY STRATEGY AND ARCHITECTURE
Full Catalogue Technical Strategy and Framework

Skills 5 - Methods and tools

Description

- The category strategy, architectural, structured, hierarchical, systematic and organized in a way that supports the organization's strategy, operations, management and performance objectives.
- Enabling methods and tools to be developed and used effectively throughout the organization.

Job description Project: ADP - 2231 (Phase 3)
Data administrator and client support

Develop most suitable skill requirements based on generic framework description. Adapt as to suit the project, the context and the role's skills mix.

SKILL	DESCRIPTION	Required Skill	Professional Description	Autonomy	Knowledge	Business Skills
SKILL 1: Data management	The management of structured and unstructured data, including the ability to design, develop and maintain data systems and the use of data management tools in the organization.	Skills (P1-P3) Data Management (Level 3)	Design, develop and maintain data systems and the use of data management tools in the organization.	Works under general direction and supervision in identifying and resolving data management issues.	Has a comprehensive, structured and detailed knowledge of data management systems and tools, including the ability to design, develop and maintain data systems and the use of data management tools in the organization.	Communication: Effective communication with stakeholders, including the ability to present data management issues and solutions to a non-technical audience.
SKILL 2: System administration	The management of system configurations, including the ability to design, develop and maintain system configurations and the use of system administration tools in the organization.	Skills (P1-P3) System Administration (Level 3)	Design, develop and maintain system configurations and the use of system administration tools in the organization.	Works under general direction and supervision in identifying and resolving system administration issues.	Has a comprehensive, structured and detailed knowledge of system administration systems and tools, including the ability to design, develop and maintain system configurations and the use of system administration tools in the organization.	Communication: Effective communication with stakeholders, including the ability to present system administration issues and solutions to a non-technical audience.

Identify skill gaps for the position

Develop my resume and CV

European Distribution of Security roles
And most lacking skills per country

	Number	Skills Gap Average	Highest Gap	location	Second Highest	location
Chief Information Security Officer	12	-0.8	ITMS	BE	PENT	IT
Cyber Advisor	32	-1.8	ITMS	UK	ILMT	FR
Cyber Threat Analyst	14	-1	ITCM	BE	SCAD	SP
Incident Responder	24	-0.4	ITOP	FR	SCAD	UK

Digital teams matching

Project: ADP - 2231 (Phase 3)
Design of the client registration interface

Identify best match based on SEIA skill and role definitions. Create homogeneous and complementary skill mix to ensure project and team's success

Role description	Required	Use of required skills
UX Designer	UX Design, User Research, Wireframing, Prototyping, Usability Testing	UX Design, User Research, Wireframing, Prototyping, Usability Testing
Frontend Developer	JavaScript, HTML, CSS, React, Redux, REST API, Git	JavaScript, HTML, CSS, React, Redux, REST API, Git
Backend Developer	Python, Django, REST API, Git	Python, Django, REST API, Git

Potential career path for digital employees
(With the number of skills gaps for the designated role)

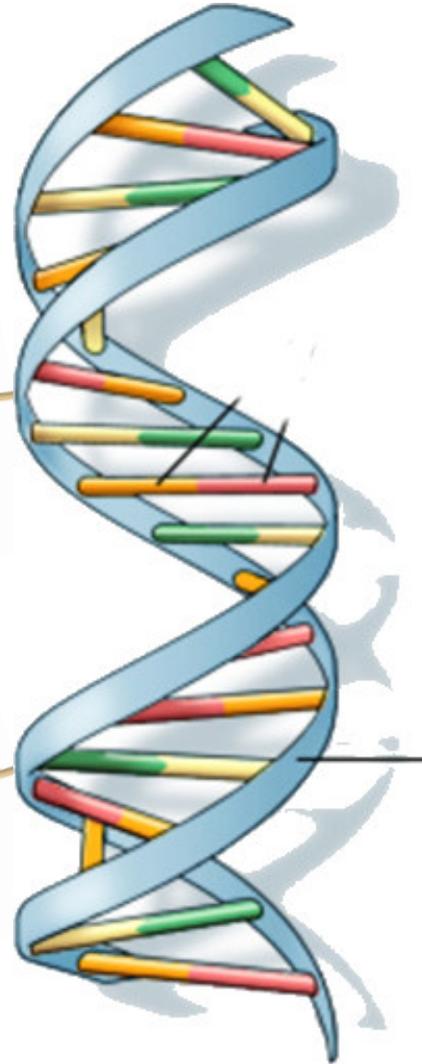
Employee	UX Designer	Frontend Developer	Backend Developer	QA Tester	Product Manager
Uweke Van Der Duyn	0	+3.2	-2.4	-3.4	-4.3
Peter Dupuis	0	+3.2	-4.1	-6.0	-
Jan Ewans	0	-2.8	-3.7	-3.9	-



FIND

Current role

Ambitioned role



Required

Skill

Skill

Skill

Skill

Skill

Skill

Skill

Matched

Skill

Skill

Skill

Skill

Skill

Skill

Skill

Developing a Job description

Specific level of Competence for the skill

CATEGORY: DELIVERY AND OPERATION
Sub-Category: Service Operation

Skill: 2 - Database administration

Description

- The installation, configuration, upgrade, administration, monitoring and maintenance of databases
- Providing support for operational databases in production use and for internal or interim purposes such as iterative developments and testing
- Improving the performance of databases and the tools and processes for database administration (including automation)

Follow (SFIA © Definition Level: 1)

If none of the levels below is applicable please check this radio button.

Assist (SFIA © Definition Level: 2)

- Assists in database support activities

Apply (SFIA © Definition Level: 3)

- Uses database management system software and tools to collect agreed performance statistics
- Carries out agreed database maintenance and administration tasks

Enable (SFIA © Definition Level: 4)

- Uses database management system software and tools, and knowledge of logical database schemata, to investigate problems and collect performance statistics and create reports
- Carries out routine configuration, installation, and reconfiguration of database and related products
- Develops and configures tools to enable automation of database administration tasks
- Identify problems and issues and recommend corrective actions

Corresponding e-CF Competence Area: RUN

Skills inventory is used as a base for developing job descriptions and identifying skills needs for specific Jobs, teams' members and consultants' assignment.

Generic level of Competence for the skill

1 - FOLLOW

2 - ASSIST

3 - APPLY

4 - ENABLE

5 - ENSURE, ADVISE

6 - INITIATE, INFLUENCE

7 - SET STRATEGY, INSPIRE, MOBILISE

Autonomy

Influence

Complexity

Knowledge

Business

Communicates fluently, orally and in writing, and can present complex information to both technical and non-technical audiences.

Plans, schedules and monitors work to meet time and quality targets.

Facilitates collaboration between stakeholders who share common objectives.

Selects appropriately from applicable standards, methods, tools and applications.

Sample of skills inventory from SFIA© framework

Category	Sub-Category	Skill	Level	Score
Delivery and operation	Service design	Availability management AVMT	4 5 6	88
		Service level management SLMO	2 3 4 5 6 7	89
		Service acceptance SEAC	4 5 6	90
		Configuration management CFMG	2 3 4 5 6	91
		Asset management ASMG	2 3 4 5 6	92
	Service operation	Change management CHMG	2 3 4 5 6	93
		Release and deployment RELM	3 4 5 6	94
		System software SYSP	3 4 5	95
		Capacity management CPMG	4 5 6	
		Security administration SCAD	1 2 3 4 5 6	
		Penetration testing PENT	4 5 6	
		Radio frequency engineering RFEN	2 3 4	
		Application support ASUP	2 3 4	
		IT infrastructure ITOP	1 2 3	
		Database administration DBAD	2 3	
Storage management STMG	3			
Network support NTAS	2			
Problem management PBMG	2			
Incident management USUP	2 3			
Facilities management DCMA	3			
Skills and quality	Skill management	Learning and development management ETMG	3	
		Competency assessment LEDA	3 4	
		Learning design and development TMCN	3	
		Learning delivery ETDL	3	
		Teaching and subject formati	3	
	People management	Performance management P	3	
		Resourcing RESC	3	
		Professional development	3	
		Quality management QMG	3	
		Quality assurance QUAS	3	
Quality and conformance	Measurement MEAS	3		
	Conformance review	3		
	Safety assessment SP	3		
	Digital forensics DF	3		



https://Skillsbeam.io



HOME

ENTERPRISES

DIGITAL SKILLS ASSESSMENT

CONTACT US ▾

Search ...

Your digital career companion

Whether you are a digital professional or are running a large enterprise, you can **assess your skills** by using Skillsbeam software, improve your competencies and, those of your employees, and fill in the gaps to ensure digital transformation.

Take the assessment >

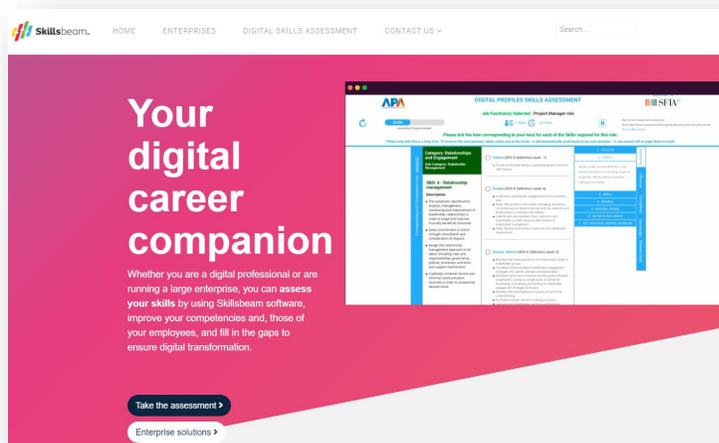
Enterprise solutions >

The screenshot shows the 'DIGITAL PROFILES SKILLS ASSESSMENT' interface. At the top, it displays the 'APA' logo, the title 'DIGITAL PROFILES SKILLS ASSESSMENT', and the 'SFIA' logo. The 'Job Function(s) Selected' is 'Project Manager role'. A progress indicator shows '42.9%' completion. Below this, instructions state: 'Please tick the item corresponding to your level for each of the Skills required for this role:'. The main content area is divided into three columns. The left column lists 'Category: Relationships and Engagement' and 'Sub-Category: Stakeholder Management', followed by 'Skill: 4 - Relationship management' and its 'Description'. The middle column contains three radio button options for skill levels: 'Follow (SFIA © Definition Level: 1)', 'Enable (SFIA © Definition Level: 4)', and 'Ensure, Advise (SFIA © Definition Level: 5)', each with a list of bullet points describing the skill requirements. The right column features a vertical navigation menu with seven levels: '1 - FOLLOW', '2 - ASSIST', '3 - APPLY', '4 - ENABLE', '5 - ENSURE, ADVISE', '6 - INITIATE, PIVOT/US', and '7 - SET STRATEGY, INNOVATE, MOBILISE'. A sidebar on the far right lists 'Competencies' and 'Knowledge Assessment'.



DIGITAL PROFILES SKILLS ASSESSMENT

Please select the job role that you wish to assess.



Business	Design	Development	Support	Security	
Business Information Manager	Business Analyst	Developer	Account Manager	Chief Information Security Officer	Operations Coordinator
Chief Information Officer	Data Specialist	Digital Media Specialist	Digital Consultant	Cyber Advisor	Penetration Tester
Data Scientist	Enterprise Architect	Test Specialist	Digital Educator	Cyber Threat Analyst	Security Architect
Operations Manager	Solution Designer		Information Security Specialist	Incident Responder	Vulnerability Assessor
	Systems Analyst	Service & Operation		Intrusion Analyst	Vulnerability Researcher
	Systems Architect	Data Administrator		Malware Analyst	
Process Improvement		Network Specialist	Technical		
DevOps Expert		Service Support	Information Security Manager		
Digital Transformation Leader		Systems Administrator	Project Manager		
Product Owner		Technical Specialist	Quality Assurance Manager		
Scrum Master			Service Manager		

Overall seniority traits

1 - FOLLOW	Autonomy
2 - ASSIST	
<p>Has sufficient communication skills for effective dialogue with customers, suppliers and partners.</p> <p>Is able to work in a team. Is able to plan, schedule and monitor own work within short time horizons. Demonstrates a rational and organised approach to work.</p> <p>Understands and uses appropriate methods, tools and applications.</p> <p>Identifies and negotiates own development opportunities.</p> <p>Is fully aware of and complies with essential</p>	Influence
3 - APPLY	Complexity
4 - ENABLE	Knowledge
5 - ENSURE, ADVISE	
6 - INITIATE, INFLUENCE	Business Skills
7 - SET STRATEGY, INSPIRE, MOBILISE	

1 - FOLLOW	Autonomy
2 - ASSIST	
3 - APPLY	Influence
4 - ENABLE	
5 - ENSURE, ADVISE	Complexity
<p>Works under broad direction.</p> <p>Work is often self-initiated. Is fully responsible for meeting allocated technical and/or project/supervisory objectives.</p> <p>Establishes milestones and has a significant role in the assignment of tasks and/or responsibilities.</p>	
6 - INITIATE, INFLUENCE	Knowledge
7 - SET STRATEGY, INSPIRE, MOBILISE	
	Business Skills

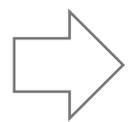
1 - FOLLOW	Autonomy
2 - ASSIST	
3 - APPLY	Influence
4 - ENABLE	
5 - ENSURE, ADVISE	Complexity
6 - INITIATE, INFLUENCE	
<p>Has a broad business understanding and deep understanding of own specialism(s).</p> <p>Performs highly complex work activities covering technical, financial and quality aspects.</p> <p>Contributes to the implementation of policy and strategy.</p> <p>Creatively applies a wide range of technical and/or management principles.</p>	Knowledge
7 - SET STRATEGY, INSPIRE, MOBILISE	
	Business Skills



Business	Design	Process Improvement	Service & Operation	Infosoc Management	Infosoc Technology	Data protection
Business Analyst	Business Analyst	ITSM Analyst	Data Administrator	AAA	AAA	AAA
Business Architect	Data Specialist	ITSM Specialist	Network Specialist	YYY Specialist	YYY Specialist	YYY Specialist
Business Developer	Enterprise Architect	Product Owner	Service Support	ZZZ Support	ZZZ Support	ZZZ Support
Business Manager	Solution Designer	System Manager	System Administrator	AAA Administrator	AAA Administrator	AAA Administrator
Developer	Systems Analyst	Technical Support	Technical Specialist	Technical Sec	Technical Sec	Technical Sec
Developer Specialist	Systems Architect	Technical Support	Support	Infosoc Technology	Infosoc Technology	Infosoc Technology
Test Specialist	System Architect	Project Manager	Account Manager	XXX	XXX	XXX
		Quality Assurance Manager	Digital Consultant	YYY Specialist	YYY Specialist	YYY Specialist
		Service Manager	Digital Engineer	ZZZ Support	ZZZ Support	ZZZ Support
			Infrastructure Specialist			

Based on SFA 7 framework | Based on CSOC framework | Based on SEC CDOP framework

Select Role to assess



Skills Related to: Cyber Threat Analyst

Information Security	Strategy and Architecture
<ul style="list-style-type: none"> 1. Information Security 2. Incident Response 3. Threat Intelligence 4. Vulnerability Assessment 5. Malware Analysis 6. Penetration Testing 7. Security Operations 8. Security Architecture 9. Security Policy 10. Security Awareness 11. Security Incident Response 12. Security Incident Investigation 13. Security Incident Management 14. Security Incident Reporting 15. Security Incident Response Plan 16. Security Incident Response Team 17. Security Incident Response Training 18. Security Incident Response Tabletop Exercise 19. Security Incident Response Drill 20. Security Incident Response Simulation 21. Security Incident Response Scenario 22. Security Incident Response Playbook 23. Security Incident Response Runbook 24. Security Incident Response SOP 25. Security Incident Response Procedure 26. Security Incident Response Policy 27. Security Incident Response Standard 28. Security Incident Response Guideline 29. Security Incident Response Best Practice 30. Security Incident Response Framework 31. Security Incident Response Model 32. Security Incident Response Approach 33. Security Incident Response Methodology 34. Security Incident Response Strategy 35. Security Incident Response Architecture 36. Security Incident Response Design 37. Security Incident Response Implementation 38. Security Incident Response Operation 39. Security Incident Response Maintenance 40. Security Incident Response Improvement 	<ul style="list-style-type: none"> 1. Strategy and Architecture 2. Information Security 3. Security Operations 4. Security Architecture 5. Security Policy 6. Security Awareness 7. Security Incident Response 8. Security Incident Investigation 9. Security Incident Management 10. Security Incident Reporting 11. Security Incident Response Plan 12. Security Incident Response Team 13. Security Incident Response Training 14. Security Incident Response Tabletop Exercise 15. Security Incident Response Drill 16. Security Incident Response Simulation 17. Security Incident Response Scenario 18. Security Incident Response Playbook 19. Security Incident Response Runbook 20. Security Incident Response SOP 21. Security Incident Response Procedure 22. Security Incident Response Policy 23. Security Incident Response Standard 24. Security Incident Response Guideline 25. Security Incident Response Best Practice 26. Security Incident Response Framework 27. Security Incident Response Model 28. Security Incident Response Approach 29. Security Incident Response Methodology 30. Security Incident Response Strategy 31. Security Incident Response Architecture 32. Security Incident Response Design 33. Security Incident Response Implementation 34. Security Incident Response Operation 35. Security Incident Response Maintenance 36. Security Incident Response Improvement

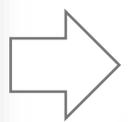
Skills Related to: Systems Architect role

Identify skills mix fitness for the position

Link skills to my credentials

Link skills to my past experience

Reference Strong skills



CATEGORY: STRATEGY AND ARCHITECTURE
Sub-Category: Technical Strategy and Planning

Skill 1 - Methods and tools

Description

The definition, selection, implementation, assessment, measurement, automation and improvement of methods and tools to support planning, development, testing, operation, management and maintenance of systems

Enabling methods and tools are applied and used effectively throughout the organisation

Follow-up (ph 8) between level 1-3

- Follow-up (ph 8) between level 1-3
- Apply (ph 8) between level 3-4
- Enable (ph 8) between level 4-5
- Ensure, Advise (ph 8) between level 5-6

Assess all Skills for that role

Self Assessed Role
INTRUSION ANALYST

GATs average: 0.00

You assessed a total of 11 skills out of 134, those relate to the following roles that we ordered based on your best relative competences

Inferred Role: CYBER THREAT ANALYST
3 Skills missing out of 9 total skills required for this role.
GATs average: 2.00

Inferred Role: INCIDENT RESPONDER
7 Skills missing out of 10 total skills required for this role.
GATs average: 2.00

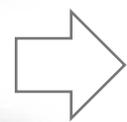
Obtain results and identify other relevant roles

Skills Related to: Systems Architect role

Identify skill gaps for the position

Develop my reskilling options and plan

Build Upskilling plan



SKILLSBEAM IMPACT
Role Qualification Report

Name: John McDigit
Role: Project manager
Date of report: 21 October 2021

Obtain the Role Qualification and upskilling reports



RECRUIT

SKILLSBEAM IMPACT

Role Qualification Report



Name

Role

Date of report

John McDigit
Project manager
21 October 2021



Role Qualification Report
Created on 12 November 2021

CHRISTOPHE PIERRE TEST
Name
BUSINESS ANALYST
Role Assessed

ROLE	Average GAP	Assessment date/type	Skills # - Max / Min levels	Recommendations
1. Business Analyst	0.00	2021-08-15 Self Assessed	8 4 / 3	Still Current
2. Project Manager	0.14	2021-08-15 Self Assessed	7 8 / 5	Still Current
3. Cyber Advisor	2.08	2021-08-15 Self Assessed	13 8 / 2	Still Current
4. Cyber Threat Analyst	2.87	2021-08-15 Induced	9 8 / 2	Incomplete results - Retake Assessment for this role
5. Product Owner	2.07	2021-08-15 Induced	14 5 / 4	Incomplete results - Retake Assessment for this role
6. Business Information Manager	2.50	2021-08-15 Induced	20 5 / 4	Incomplete results - Retake Assessment for this role
7. Enterprise Architect	2.75	2021-08-15 Induced	12 8 / 5	Incomplete results - Retake Assessment for this role
8. Digital Transformation Leader	3.90	2021-08-15 Induced	10 7 / 8	Incomplete results - Retake Assessment for this role
9. Data Specialist	2.00	2021-08-15 Induced	4 4 / 4	Incomplete results - Retake Assessment for this role
10. Intrusion Analyst	2.20	2021-08-15 Induced	10 8 / 2	Incomplete results - Retake Assessment for this role
11. Operations Coordinator	2.10	2021-08-15 Induced	10 8 / 2	Incomplete results - Retake Assessment for this role



UPSKILLS



Digital Professionals Skills Assessment tool B2C

Roles

Skills

Skills DNA

Align actual competences

Role qualification report

Upskilling activities





Enterprise Digital Workforce Management B2B

Competences Management Tools

Role development Tool

Data Analytics Tool

Teams and projects Tool

Upskilling Marketplace Personal and company specific









Digital Recruitment Process

High Impact Digital Role Checklist

Digital Role map

Planning

Identify

Assess

Short List

Recruit

Mentor

Support

Upskill team

Digital Recruitment Planning

Selection process

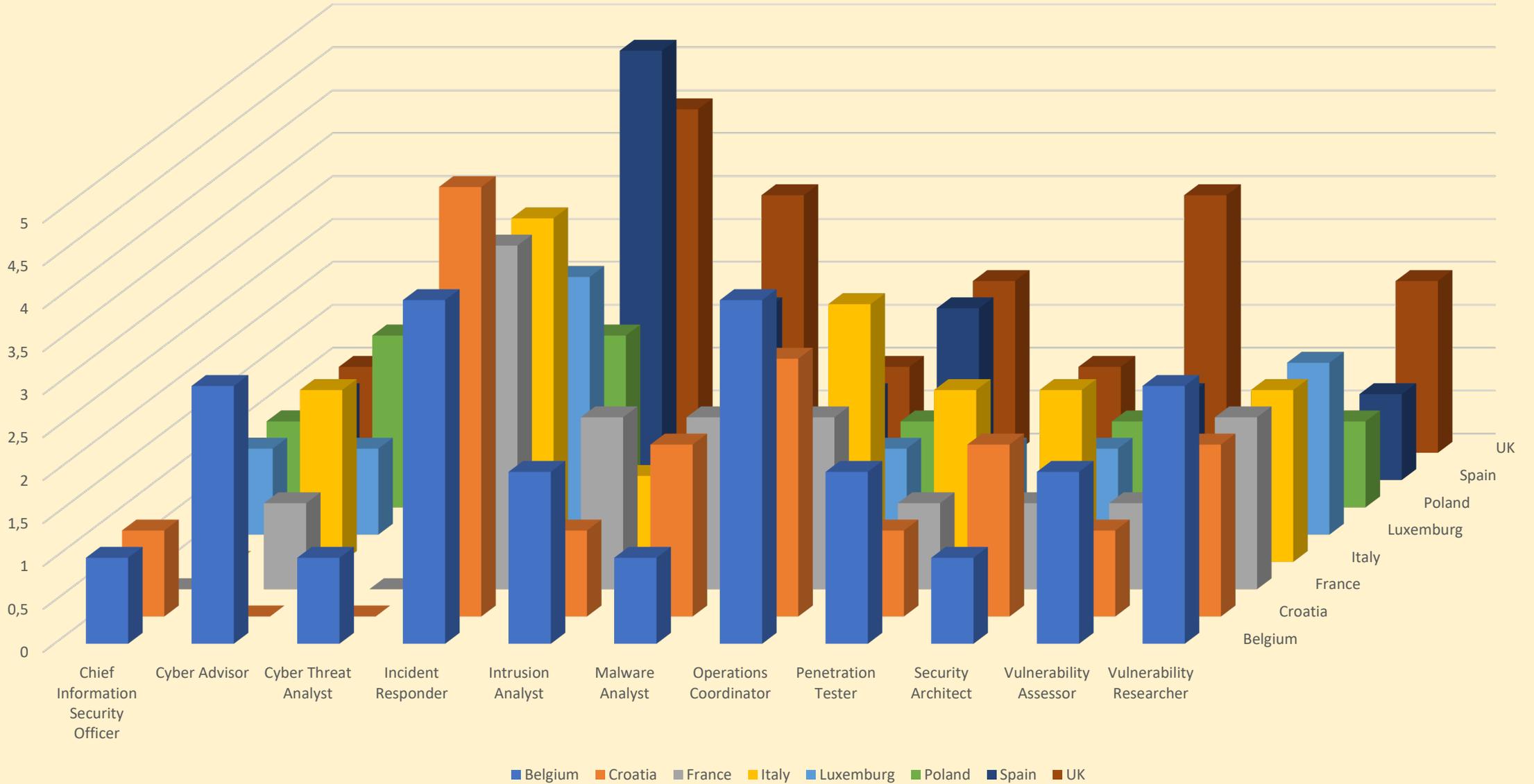
Digital Recruitment Support






Provision

Information Security specialist per country



Digital teams matching

Project : ADF – 2231 (Phase 3)
Design of the client migration interface

Identify best match based on SFIA skill sand role definitions. Create homogenous and complimentary skill mix to ensure project and teams' success

**Project
Manager**

**Systems
Analyst**

**Data
Specialist**

Developer

**Enterprise
Architect**

Role description	Proposed profiles	List of required Skills
The methodical investigation, analysis, review and documentation of all or part of a business in terms of business goals, objectives, functions and processes		Organisational capability development OCDV Organisation design and implementation ORDI Change implementation planning and management CIPM
The elicitation, analysis, specification and validation of requirements and constraints to a level that enables effective development and operations of new or changed		Demand management DEMM Business process improvement BPRE
The planning, design, management, execution and reporting of tests, using appropriate testing tools and techniques and conforming to agreed process standards and industry specific regulations.		User research URCH User experience analysis UNAN User experience design HCEV User experience evaluation USEV
The provision of policy, internal standards and advice on the procurement or commissioning of externally supplied and internally developed products and services.		Systems development management DLMG Systems design DESN Software design SWDN Programming/software development PROG
The provision of support and guidance on portfolio, programme and project management processes, procedures, tools and techniques. Support includes definition of portfolios, programmes, and projects		Network planning NTPL Solution architecture ARCH Data management DATM Methods and tools METL Portfolio management POMG



Job description

Project : ADF – 2231 (Phase 3)
Data administrator and client support

Based on the
generic role

Data
Administrator

Develop most suitable skill requirements based on generic framework description. Adapt as to suit the project, the context and the team skills mix.

Skill	description	Required level	Level description	Autonomy	Knowledge	Business Skills
Skill: 1 - Data management	The management of practices and processes to ensure the security, quality, integrity, safety and availability of all forms of data and data structures that make up the organisation's information	Apply (SFIA © Definition Level: 3)	Applies ethical and robust techniques in the transformation of data from one format/medium to another, in line with organisational policies and procedures and being sensitive to risks around the use of information	Works under general direction. Uses discretion in identifying and responding to complex issues and assignments. Receives specific direction, accepts guidance and has work reviewed at agreed milestones.	Has a sound generic, domain and specialist knowledge necessary to perform effectively in the organisation typically gained from recognised bodies of knowledge and organisational information. Demonstrates effective application of knowledge.	Demonstrates effective communication skills. Plans, schedules and monitors own work (and that of others where applicable) competently within limited deadlines and according to relevant legislation, standards and procedures.
Skill: 2 - Database administration	The installation, configuration, upgrade, administration, monitoring and maintenance of databases	Enable (SFIA © Definition Level: 4)	Uses database management system software and tools, and knowledge of logical database schemata, to investigate problems and collect performance statistics and create reports	Works under broad direction. Work is often self-initiated. Is fully responsible for meeting allocated technical and/or project/supervisory objectives. Establishes milestones and has a significant role in the assignment of tasks and/or responsibilities.	Has a thorough understanding of recognised generic industry bodies of knowledge and specialist bodies of knowledge as necessary. Has gained a thorough knowledge of the domain of the organisation.	Communicates fluently, orally and in writing, and can present complex information to both technical and non-technical audiences. Plans, schedules and monitors work to meet time and quality targets.

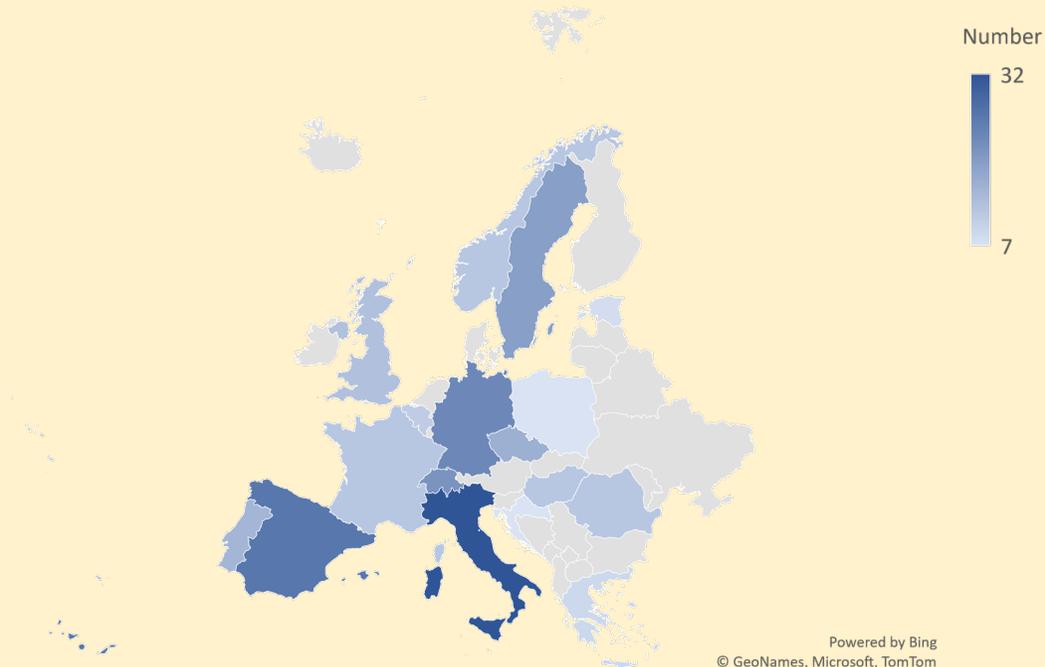
Identified need for "Systems Analysts" role at clients' projects



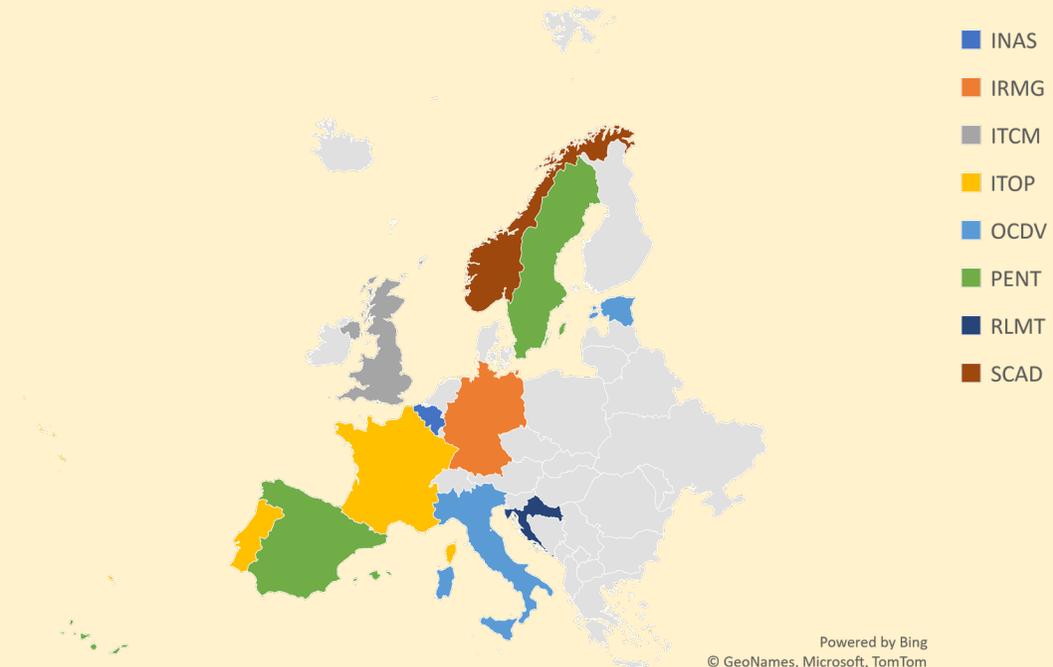
Identified Skills gap average on Clients' projects



Current availability for PENT skill PENETRATION TESTING



Skills mostly required by country (Training sessions needed)



European Distribution of Security roles And most lacking skills per country

	Number	Skills Gap Average	Highest Gap	location	Second Highest	location
Chief Information Security Officer	12	-0,8	INAS	BE	PENT	IT
Cyber Advisor	32	-1,6	IRMG	UK	RLMT	FR
Cyber Threat Analyst	14	-1	ITCM	BE	SCAD	IT
Incident Responder	24	-0,4	ITOP	FR	PENT	SP
Intrusion Analyst	16	0,6	OCDV	IT	RLMT	SP
Malware Analyst	12	0,8	PENT	FR	SCAD	UK
Operations Coordinator	23	0,8	RLMT	IT	ITOP	ES
Penetration Tester	7	1,2	SCAD	SP	PENT	SP
Security Architect	9	1,5	ITOP	PO	RLMT	PO
Vulnerability Assessor	6	1	OCDV	ES	SCAD	BE
Vulnerability Researcher	3	0,9	PENT	SE	ITOP	FR

Retain
Promote



Retain - Promote

Upskilling activity (2019 – 2021)



Veerle
Van Der Duyn

Systems
Analyst

- 1.4

Junior Systems Analyst - Since Oct 2017
Prior: Junior developer
Employed Mar 2016

Master's degree, Computer Science
Université libre de Bruxelles, 2019 – 2021

Software Programmer – Microsoft
Nov 2014 – Feb 2016

	Skill level			Related Upskilling activities	
	2019	2020	2021	Training	Experience
Skill: 1 - Hardware design	2	2	3	Hardware Design Development Course Overview (tekslate.com)	Junior designer project SMART-TEL (5 months)
Skill: 2 - Network design	1	1	1	Understanding Networking Fundamentals	None
Skill: 3 - Requirements definition and management	2	3	3	None	Systems Analysis on NET-OP-BE (2 months)
Skill: 4 - Software design	4	4	5	Understanding Software Design (youtu.be/rCtOxUBtW9s)	Main activity – Various projects

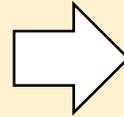
Potential career path for digital employees

(With the number of skills gaps for the designated role)



Veerle
Van Der Duyn

Systems
Analyst



Digital
Educator

+1.3

Enterprise
Architect

- 2.4

Data
Specialist

- 3.9

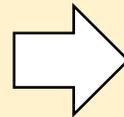
Technical
Specialist

- 4.3



Peter
Dupuis

Systems
Analyst



Project
Manager

+1.1

Data
Specialist

- 4.1

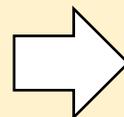
Enterprise
Architect

- 4.9



Jan
Steven

Developer



Systems
Analyst

- 2.8

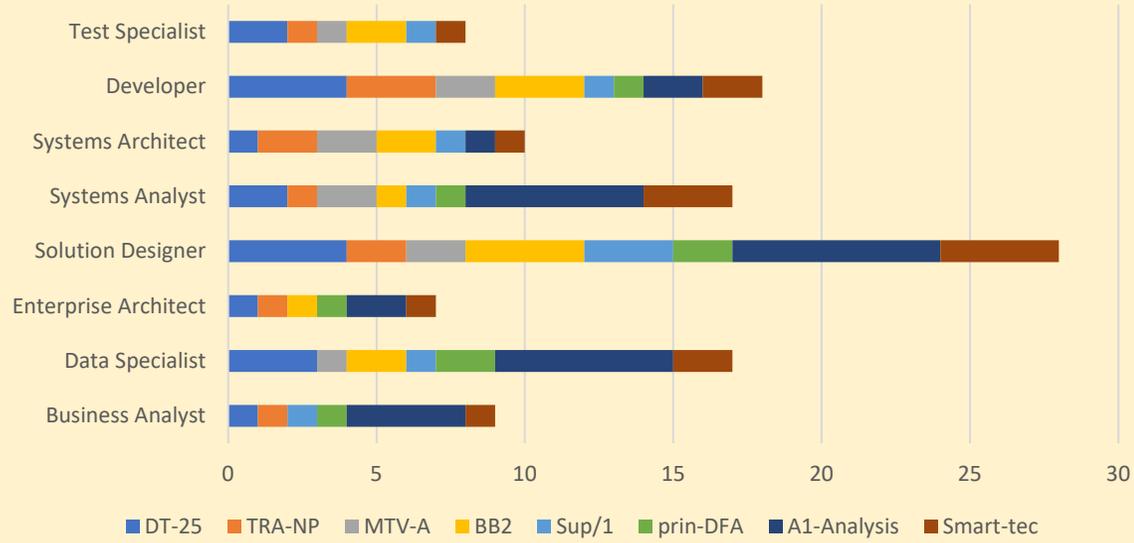
Technical
Specialist

- 3.7

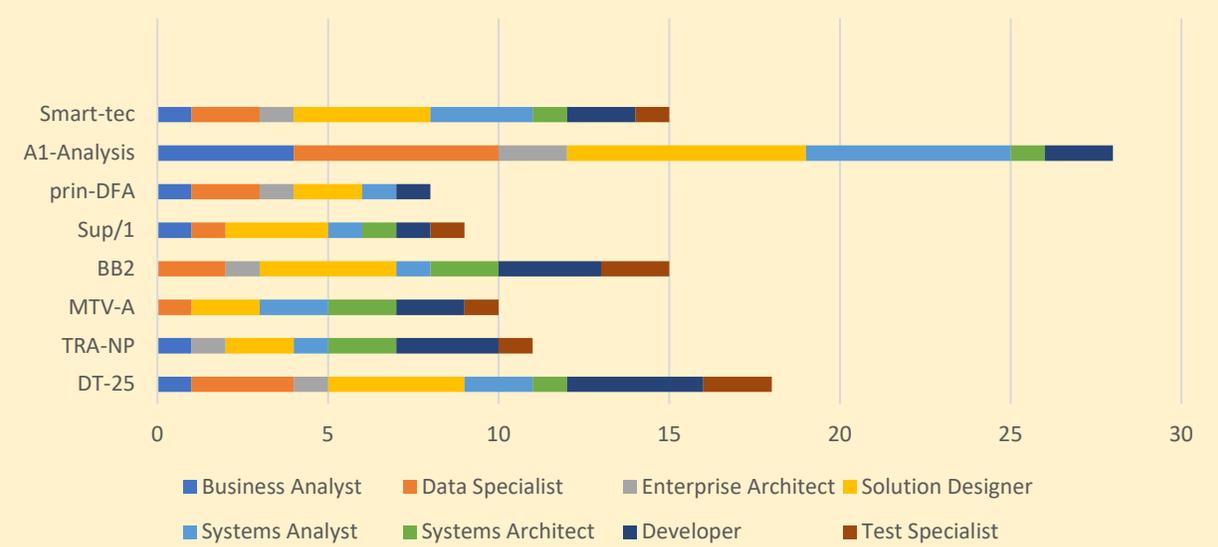
Scrum
Master

- 3.9

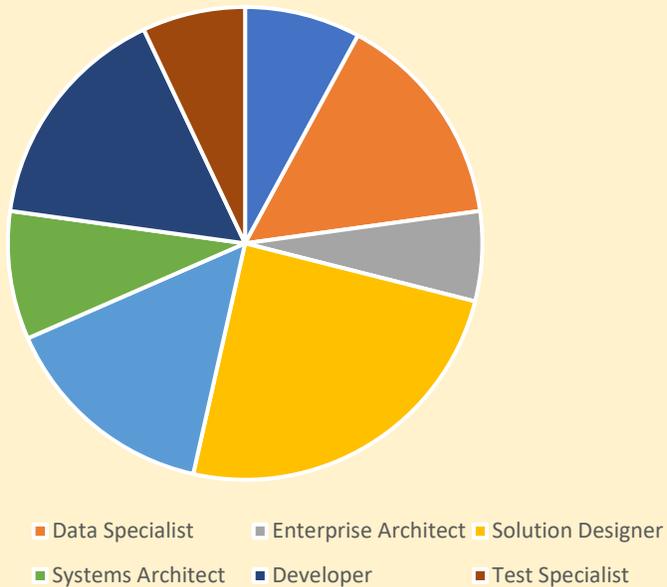
External Consultants per project



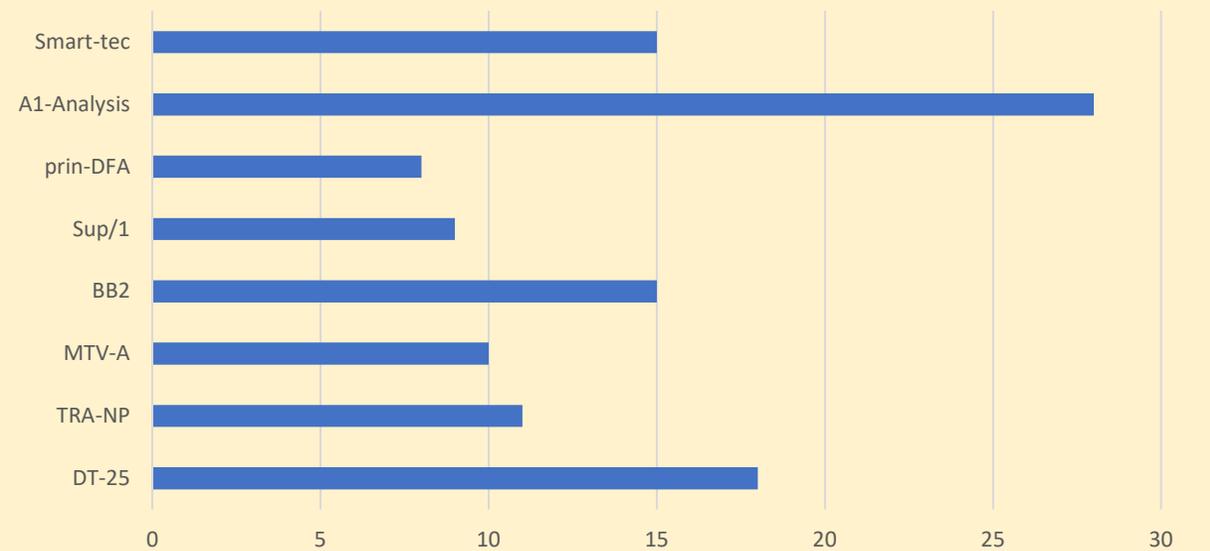
Consultant on project



Hired Expertise



Staffing by Project



“HIRED” method

High Impact REcruitment in Digital

“HIRED”

High Impact REcruitment in Digital

Digital Role map

Planning

Identify

Assess

Short List

Recruit

Mentor

Support

Upskill team

Digital Recruitment Planning

Digital Recruitment Support

Digital Role map

The Digital Role Map replaces the standard job description

Business and alignment objectives

Technical and operational context of the Role

Ideal Skills DNA

Overall seniority traits

Soft skills requirements

additional requirements

Business and alignment objectives

Technical and operational context of the Role

Define Target Skills DNA

Overall seniority traits

Soft skills requirements

additional requirements

-List major relevant Business Goals
 -Identify aligned objectives for the new role
 - Identify Digital Management objectives

Describe the existing environment :
 Processes, technology, Organisation, principles, information, behaviour, competences.

Use the Skillsbeam tool to develop the requirements for the job.

Define the levels of: Autonomy, Influence, Complexity, Knowledge, Business skills

Use Birkman or related assessments to define requirements

- Identify any specific requirements
 - Use the non exclusion list to eliminate any bias imposed in the past that should not exist.

Call to action

Let us talk about how to
Find, Recruit, Upskill, Provision,
Retain and Promote

Assess your Digital teams today

Georges Ataya



Professor, founder and Academic Director of Digital and information security management at SBS-EM
Member of the Advisory Board: Agoria, BECI, CIONET, ISACA, Belgian Cybersecurity Coalition
Managing Director Ataya & Partners advisory firm
Founded Digital Governance and Trust
Past International Vice President at ISACA
Past Partner Ernst & Young
Past Deputy International CIO ITT World Directories
Co-Founder of the Belgian Cybersecurity Coalition
Co-founder DPO Circle

gataya@solvay.edu

[Linkedin: ataya](#)