

# ADOPTION OF SKILLS FRAMEWORK FOR INFORMATION AGE MODEL (SFIA) FOR ROLE DESIGN

## CASE STUDY



SFIA is a globally recognised database that describes over 100 skills and competencies required by professionals in ICT, digital transformation and software engineering roles. It is a non-prescriptive model and is widely adopted by both public and private organisations to use across the employee lifecycle.



**PARTNER**

The SFIA model was introduced to Tasman District Council as part of the IS Operating Model programme of work as a standardised approach to job design and developing role descriptions. We supported the IS Leadership team in using SFIA to address the number of cases that required a refreshed job design.



**TEAM**

CoDigital's support helped the Council identify and address gaps in responsibilities and capabilities across their programme of work updating core Council applications and services. The initiative supported the Head of Integration in developing a go-to-market approach for the new capabilities as well as refreshing their out-of-date role descriptions.



**SUCCESS**

CoDigital uses a co-design approach for SFIA job design, working closely with business leaders and key staff to ensure the role descriptions provide an accurate skills profile and a tailored role description that reflects an organisation's capability uplift needs.

**SFIA provides a simple way to accurately describe the role responsibility and capabilities required for any digital related role ensuring our roles are relevant within the industry.**

Head of Integration, Tasman District Council.

## OUTCOMES

- The Head of Integration was provided with 4 refreshed and tailored draft role descriptions using SFIA.
- The new role descriptions provided clarity for the incumbent staff and accurately defined new positions for a go-to-market exercise to employ new capabilities.

## OUR CLIENT



Tasman District Council is the unitary local authority for the Tasman District of New Zealand, located in Richmond. Their services include; local roads and footpaths, environmental information and monitoring, resource and building consents, controlling pest animals and plants, water, sewerage system, rubbish, recycling and landfills, parks and sports fields, recreation centres, libraries and pools, dog registration, civil defence, and social housing.