Working together for excellence in education, research and operations through Information Services

Building the IT Community

Ronald Haynes: Colleges RM & IT Community Development Manager

Marina Aldridge: Career Development Manager

Rinku Raina: Career Development Advisor

Natalie Glasberg: IT Community Development Project Communications Coordinator

Working together for excellence in education, research and operations through Information Services
TECHLINKS

TechLink Community

IT COMMUNITY
Introduction on Career Development

Career Development Manager Marina Aldridge

Career Development Advisor Rinku Raina
## Agenda

- Personal Skills Profile
- SFIA
- Benefits of SFIA
- Lexonis - Skills database
- Purpose of implementing PSP within the IT community
- T shaped model
- Skills activity
- Q&A
So, what is Personal Skill Profiling?

Personal Skill Profile is a simple, holistic and structured overview of your demonstrated skills.

It covers two dimensions: Technical/Functional Skills and Behavioural Skills.

So the Skills Profile is a mapping of skills covering multiple aspects of your professional and personal experience.
Developing a Personal Skill profile using SFIA

Skills Framework for the Information Age
Benefits for using SFIA to create a Personal Skills Profile

- Confirms your core individual skills/levels
- Where IT staff are and what they need to progress
- SFIA describes skills not jobs
- Create a baseline for Continual Professional Development Plan (CPD)
Benefits for using SFIA to Create a Personal Skills Profile

- Helps to create a CV or LinkedIn profile
- Written in language and style you will understand
- Helps to identify target jobs
- How to progress without having to become a manager
What we identify?

Based on our discussion:

• Select the most appropriate skills/ and identify the generic level of responsibility

• Assess the levels achieved for each selected skill and responsibility

What you get?

• A detailed breakdown of the (best fit) identified skills / responsibilities

• Associated levels of each skills/ responsibilities

• Next level of skills/ responsibilities

• Personal development planning

• Learning / Development opportunities
Lexonis – Skills database

- Encourage to enter your Skills profile in the Lexonis Skills database: https://cam.lexonis.com/
SFIA feedback from the Academy Team

“It was helpful to have Rinku’s assistance, making it easier to think about what I need to do to reach the next level in my development”

“I heard that SFIA could be overwhelming so it was good to have someone to support and give guidance. It could be a useful tool for performance management”

“It was an informal chat and enjoyable experience, it would be good to revisit in a year or so to compare and see how I’ve developed”

“It can see the potential in using SFIA, although I haven’t benefited from it yet. I can see it could be a good tool for those looking for promotion or thinking about training”

“Rinku did a good job of guiding me through the relevant skills tailored to my experience”

Photography: Natalie Glasberg

Stephen Smee, Mike Horsecroft, Jason Allen, Marta Chimielewksa, Kristoffer Holman
What is the purpose of implementing the Personal Skill Profiling within the IT community?

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<tr>
<th>Purpose</th>
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<td>Improving career progression and job mobility</td>
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<td>Supporting the creation of central development initiatives</td>
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<td>Supporting more career flexibility with less barriers to job moves</td>
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<td>Ensuring people have the skills needed to deliver the IT Services</td>
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T Shape Model

BOUNDARY CROSSING COMPETENCIES
Teamwork, communication, perspective, networks, critical thinking, global understanding, project management, etc.

MANY DISCIPLINES
Understanding & communications

ME

MANY SYSTEMS
Understanding & communications

DEEP IN AT LEAST ONE DISCIPLINE
Analytic thinking & problem solving

DEEP IN AT LEAST ONE SYSTEM
Analytic thinking & problem solving
Skills activity

- Three core skills
- Three skills you would like to improve during your career with us
- Explain briefly about the creature to the person next to you
How to create your SFIA Personal Skill Profile?

Self Evaluation – log on to UIS > Initiatives> IT Development Project > Skills Framework for the Information Age (SFIA)

For 121 support you can book a meeting with Rinku Raina (rr541@cam.ac.uk)
Questions & Feedback Session
Cyber17: The Emerging Threat Landscape

13 December 2017

Faculty of Law
The David Williams Building
10 West Road
Cambridge
CB3 9DZ

TO BOOK:
https://www.training.cam.ac.uk/ucs/event/2296896
committee@cyber17.event.cam.ac.uk
Cyber17: Guest Speakers & Workshops

Network Access Control, Configuration Management, Patching

- People-Centred Security Lead
- Martin Lee - Technical Lead for Threat Intelligence
- Merike Kaev - Legal Adviser of Data Protection Law
- Vesselin Popov - Business Development Director
- Paul Ducklin - Senior Security Adviser

What is the threat? Why is it happening? What can we do to prevent it?
Courses, Training, Development – *there for us . . .*

IT Training – courses for staff and students (*most are free*)

[https://help.uis.cam.ac.uk/help-support/training](https://help.uis.cam.ac.uk/help-support/training)

Personal and Professional Development

[www.ppd.admin.cam.ac.uk](http://www.ppd.admin.cam.ac.uk)

Training & Development (Human Resources)

[www.hr.admin.cam.ac.uk/hr-staff/information-staff/training-development](http://www.hr.admin.cam.ac.uk/hr-staff/information-staff/training-development)

Professional bodies – BCS, ACM, IEEE, Computer Society, IET, ...
IT Community, Groups & You – current & future?

TechLink Scheme – www.uis.cam.ac.uk/techlink

CITMG – College IT Management Group
www.citmg.group.cam.ac.uk

DITG – Departmental IT Group
www.ditg.group.cam.ac.uk

The University IT Review recommended greater sharing and coordination of IT practices and resources

- Strong recommendation also for greater professional development and career progression
Review & Recap – Where to find more information

Get started — IT Help & Support
https://help.uis.cam.ac.uk/get-started

How the University and Colleges work
www.cam.ac.uk/univ/works

- Alt. Glossary
www.queens.cam.ac.uk/life-at-queens/about-the-college/university/the-jargon

Induction – (HR Welcome to Cambridge)
www.induction.admin.cam.ac.uk

UIS: www.uis.cam.ac.uk

Contact: membership@techlink.cam.ac.uk
Get involved . . .

The IT community, and the wider University community, need you to help it develop, which in turn helps us develop personally and professionally . . .

*It takes a community to build a community,*
*and a shared purpose to sustain it.*
Questions?