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English version

## European ICT professionals role profiles - Part 1: 30 ICT profiles

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## European foreword

CWA 16458-1:2018 was developed in accordance with CEN-CENELEC Guide 29 “CEN/CENELEC Workshop Agreements – The way to rapid agreement” and with the relevant provisions of CEN/CENELEC Internal Regulations - Part 2. It was agreed on 2018-06-07 in a Workshop by representatives of interested parties, approved and supported by CEN following a public call for participation made on 2018-02-16. It does not necessarily reflect the views of all stakeholders that might have an interest in its subject matter.

The final text of CWA 16458-1 was submitted to CEN for publication on 2018-06-08. It was developed and approved by:

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## EXECUTIVE SUMMARY

This CEN Workshop Agreement (CWA) Part 1 provides the **European ICT Professional Role Profiles version 2 full descriptions**.

The European ICT Professional Role Profiles make a key contribution to increasing transparency and convergence of the European ICT Skills landscape. Incorporating the competences of the European e-Competence Framework (e-CF, EN 16234-1) as a main component of profile descriptions, the 30 ICT Professional Role Profiles provide a generic set of typical roles performed by ICT Professionals in any organisation, covering the full ICT business process.

Complementary to the e-CF, the European ICT Professional Role Profiles contribute to a shared European reference language for developing, planning and managing ICT Professional needs in a long-term perspective and to maturing the ICT Profession overall.

The profiles are a flexible tool for ICT professional development and profile construction. They are not intended to represent a rigid standard. The role profiles were built as a foundation and inspiration, from an organisational viewpoint, for the flexible creation of more context-specific profiles in a broad variety of areas (e.g. job profiles, curriculum design). Implementing the e-CF competences from a profile construction perspective, the European ICT Professional Role Profiles provide a tool and entry point for e-CF application to individuals and organisations working with the e-CF EN 16234-1 standard.

The function of European ICT Professional Role Profiles is to offer users structure and clarity for designing or identifying and clustering the multitude of activities that are essential to support the digital strategy of an organisation. They are less detailed and less specific than job descriptions and offer a simple but flexible start point. They also represent a European multi-stakeholder shared perspective and provide a common reference language and communication tool to support mutual understanding e.g. both between countries and stakeholders but also within organisations such as between HR and ICT departments. Although the profiles are focused upon ICT professional competence and performance the ultimate objective is to influence the ability of organisations to leverage ICT for better performance.

### The top of a European ICT Profiles Family Tree

In the first version of European ICT Professional Role Profiles the idea of an ICT family tree was introduced. Stakeholder and expert consultation proved that the family tree is still a valid view which can be used to facilitate navigation and demonstrate relationships between profiles.

The profiles may be used for reference or alternatively as a base to develop further profile generations. Structured from now seven main ICT Profile families, the currently 30 profiles reflect the top of a European ICT Profile Family Tree. The concept is broadly analogous to a human family where characteristics from one generation pass from one generation to the next but are also combined with new characteristics. In a similar way it is envisaged that the core components of the now 30 generation 2 profiles may be passed down and adapted as needed to user generated profiles with higher granularity.