I-THRIVE
YOU 2.0

CAREER PROGRAM

TABLE OF CONTENT

What is i-Thrive

i-Thrive is a Career Program which has a well defined structure and transparency on the career paths for team members and the skills required to reach a specific stage in a career path.

It consists of over 120 skills from SFIA (Skills framework for information age) with a straightforward competency framework created and curated by our i-Thrive team at InstantSys. This framework consists of various career tracks which are backed up with relevant skills and their levels that will guide the team members on their professional development journey here at InstantSys.

Skills & Levels

Skills in i-Thrive is defined as a combination of levels that have a set of tasks applicable to fulfill a job role. For example a skill called Systems design DESN will have 4 levels.

Levels define the complexity of each skill as per the career stages / designations. Tasks of each level are defined as per the assigned skill to the career stage. For example level 3 for Systems design DESN for a senior engineer states the below tasks:

Task 1: Follows standard approaches and established design patterns to create new designs for simple systems or system components.
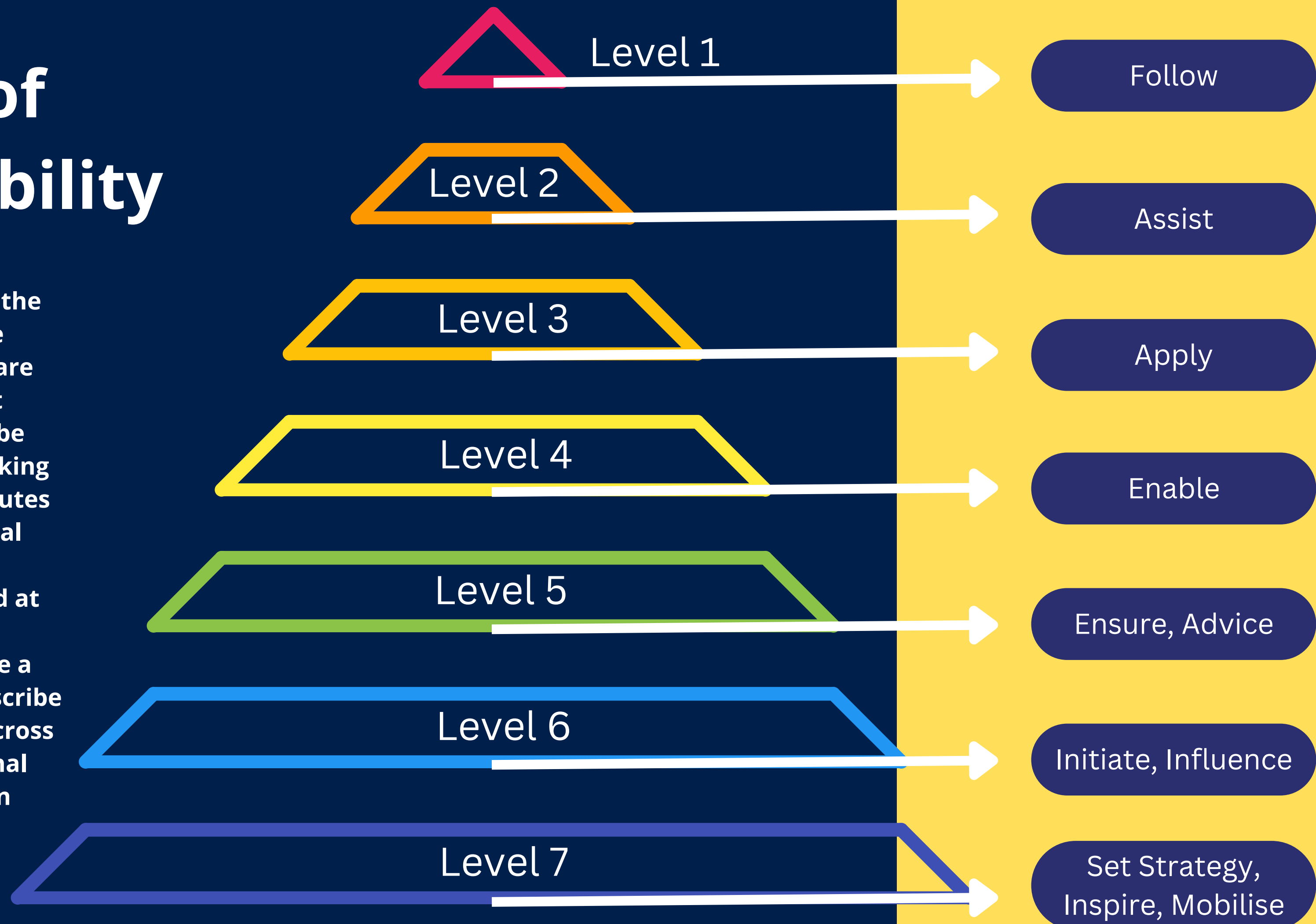
Task 2: Identifies and resolves minor design issues.

Task 3: Identifies alternative design options and seeks guidance when deviating from established design patterns.

Level 1
Level 2
Level 3
Level 4
Level 5
Level 6
Level 7

7 Levels of Responsibility

The seven levels provide the backbone of i-Thrive. The skills and competencies are described at the levels at which they are found to be practiced within the working world. The generic attributes which contain behavioural factors and knowledge statements are described at each of the seven levels. These combine to provide a common language to describe levels of responsibility across roles in all the professional disciplines represented in SFIA.

Level 1 → Follow

Level 2 → Assist

Level 3 → Apply

Level 4 → Enable

Level 5 → Ensure, Advice

Level 6 → Initiate, Influence

Level 7 → Set Strategy, Inspire, Mobilise

Example of Skills and Levels

As shown in this example the levels of a specific skill changes with the level of responsibility of the job role.

Category	Skill	Associate	Engineer	Sr. Engineer	Principal Engineer	Architect	Director	CTO
Core software engineering competencies	Requirements definition and management REQM		2	3	4	5	6	6
	Systems design DESN			3	4	5	6	6
	Software design SWDN		2	3	4	5	6	6
	Programming/software development PROG	1	2	3	4	5	6	6
	Real-time/embedded systems development RESD		2	3	4	5	6	6
	Methods and tools METL			3	4	5	6	6
	Configuration management CFMG	1	2	3	4	5	6	6
	Testing TEST	1	2	3	4	5	6	6
	Systems integration and build SINT	1	2	3	4	5	6	6
	Release and deployment RELM			3	4	5	6	6
	Quality assurance QUAS			3	4	5	6	6
	Measurement MEAS			3	4	5	6	6
	Safety engineering SFEN			3	4	5	6	6
	Application support ASUP	1	2	3	4	5	5	5
Software engineering management competencies	Systems development management DLMG				5	5	6	7
	Systems and software life cycle engineering SLEN				4	5	6	7
	Project management PRMG				4	5	6	7
	Product management PROD			3	4	5	6	6
	Safety assessment SFAS				4	5	6	6
	Organisational capability development OCDV					5	6	7
Related enterprise IT competencies	Business situation analysis BUSA			3	4	5	6	6
	Feasibility assessment FEAS			3	4	5	6	6
	User research URCH			3	4	5	6	6
	User experience analysis UNAN			3	4	5	5	5
	User experience design HCEV			3	4	5	6	6
	Solution architecture ARCH				4	5	6	6
	Data modelling and design DTAN		2	3	4	5	5	5
	Acceptance testing BPTS		2	3	4	5	6	6

Career Track & Stages

Career track is defined as a career path for a specific job family. It is a combination of skills, levels and stages of the specific job family. Lets take an example of the Software Engineering Career Track

Skills defined for Software Engineering Career Track

7 Stages defined for this career track from Associate Software Engineer to Chief Technical Officer

Levels of skills defined as per the level of responsibility of the stages in the career track

		Associate	Engineer	Sr. Engineer	Principal Engineer	Architect	Director	CTO
Core software engineering competencies	Requirements definition and management REQM		2	3	4	5	6	6
	Systems design DESN			3	4	5	6	6
	Software design SWDN		2	3	4	5	6	6
	Programming/software development PROG	1	2	3	4	5	6	6
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	Measurement MEAS			3	4	5	6	6
	Safety engineering SFEN			3	4	5	6	6
	Application support ASUP	1	2	3	4	5	5	5
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	Organisational capability development OCDV					5	6	7
Related enterprise IT competencies	Business situation analysis BUSA			3	4	5	6	6
	Feasibility assessment FEAS			3	4	5	6	6
	User research URCH			3	4	5	6	6
	User experience analysis UNAN			3	4	5	5	5
	User experience design HCEV			3	4	5	6	6

Career Tracks defined at InstantSys

1. **Software Engineering**
2. **Quality Assurance**
3. **Data Science**
4. **User Experience**
5. **MlOps**
6. **DevOps**
7. **Recruitment**
8. **HR Operations**
9. **Learning & Development**
10. **Product Management**
11. **IT & Admin**

THANK YOU!!

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