

BEVERLEY KNOESEN



After almost 20 years working in corporate IT, Beverley left to start her own IT Consulting company. Maven Solutions focus on Small and Medium sized enterprises, sharing the lessons that Beverley learned while managing teams of high performing IT professionals.

During her time in corporate IT, Beverley made extensive use of the SFIA framework to manage the career paths of IT support analysts and business analysts. The SFIA methodology allows for individuals to make an objective assessment of their skills against benchmarked, global criteria. The individual can then map out the gaps identified and build a structured development plan to achieve their career ambitions.

Beverley also used the framework when recruiting staff into her virtual team that spanned Eastern Europe, Middle East and Africa. This enabled an unbiased benchmark against which candidates from different countries could be measured.

- **ORGANISATIONAL DESIGN** – we use the SFIA Framework to assist with the organisational design of an IT department. This allows the organisation to understand exactly what skills are required to optimally support the core business of the organisation
- **SKILLS EVALUATION** – we use the SFIA Framework to assess the current (As Is) skills of your IT staff. This allows you to benchmark your IT staff against a global skills framework. You and your staff can then build a skills development plan (To Be), both for the individual staff members and the organisation as a whole, and so plan your training budgets more accurately
- **PROFESSIONAL DEVELOPMENT PLANS** – we use the SFIA Framework to prioritise the training requirements needed to address gaps identified in the future career paths of the individual
- **STAFF RECRUITMENT** – in an extremely competitive environment where IT skills in some fields are still considered to be scarce, we use the SFIA framework to evaluate candidates prior to recruitment. This allows us to understand the level of investment required before the organisation can expect them to be operating at the optimal level

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