



# Introduction

Please use this rate card to understand our pricing model.

The rate card accompanies the service document which you can review for a full breakdown of our services.

Evolution Recruitment Solutions are committed to providing a quality, efficient service that helps your organisation achieve its potential. We will work with you to develop a solution that meets your requirements.

Should you have any questions about our pricing or services, please do not hesitate to reach out to us using the details below.

# SFIA Rate Card

Please find below our Standard Rates for our services.

	Follow	Assist	Apply	Enable	Ensure or Advise	Initiate or Influence	Set Strategy or Inspire
Strategy Development	£480	£600	£700	£1000	£1200	£1400	£1500
Business Case Development	£480	£600	£700	£1000	£1200	£1400	£1500
Information Governance	£475	£600	£700	£1000	£1200	£1400	£1500
Digital Maturity and Readiness	£475	£600	£700	£1000	£1200	£1400	£1500
Innovation Management	£475	£600	£700	£1000	£1200	£1400	£1500
Assurance Services	£475	£600	£700	£1000	£1200	£1400	£1500
Guidance and Problem Solving	£475	£600	£700	£1000	£1200	£1400	£1500
Implementation Support	£475	£600	£700	£1000	£1200	£1400	£1500
Benefits Realisation & Optimisation	£480	£600	£700	£1000	£1200	£1400	£1500
Data and Business Intelligence	£500	£600	£700	£1000	£1200	£1400	£1500
Commercial Services	£475	£600	£700	£1000	£1200	£1400	£1500

# SFIA Rate Card

Please find below our Standard Rates for our services.

	Follow	Assist	Apply	Enable	Ensure or Advise	Initiate or Influence	Set Strategy or Inspire
Turnaround and Recovery	£480	£600	£700	£1000	£1200	£1400	£1500
Clinical System and EPR Delivery	£475	£600	£700	£1000	£1200	£1400	£1500
Robotic Process Automation	£475	£600	£700	£1000	£1200	£1400	£1500
Change Management & Training	£475	£600	£700	£1000	£1200	£1400	£1500
Data Migration Services	£475	£600	£700	£1000	£1200	£1400	£1500
LIMS and Digital Pathology Services	£475	£600	£700	£1000	£1200	£1400	£1500
Software Development	£500	£600	£700	£1000	£1200	£1400	£1500
Testing	£500	£600	£700	£1000	£1200	£1400	£1500
Integration Services	£480	£600	£700	£1000	£1200	£1400	£1500
Procurement Support	£475	£600	£700	£1000	£1200	£1400	£1500

# SFIA Level Definitions

SFIA Level	Autonomy	Influence	Complexity	Business Skills
Follow	Works under close supervision. Uses little discretion. Is expected to seek guidance in expected situations.	Interacts with immediate colleagues.	Performs routine activities in a structured environment. Requires assistance in resolving unexpected problems.	Uses basic information systems and technology functions, applications, and processes. Demonstrates an organised approach to work. Learns new skills and applies newly acquired knowledge. Has basic oral and written communication skills. Contributes to identifying own development opportunities.
Assist	Works under routine supervision. Uses minor discretion in resolving problems or enquiries. Works without frequent reference to others.	Interacts with and may influence immediate colleagues. May have some external contact with customers and suppliers. May have more influence in own domain.	Performs a range of varied work activities in a variety of structured environments.	Understands and uses appropriate methods, tools and applications. Demonstrates a rational and organised approach to work. Is aware of health and safety issues. Identifies and negotiates own development opportunities. Has sufficient communication skills for effective dialogue with colleagues. Is able to work in a team. Is able to plan, schedule and monitor own work within short time horizons. Absorbs technical information when it is presented systematically and applies it effectively.

# SFIA Level Definitions

SFIA Level	Autonomy	Influence	Complexity	Business Skills
Apply	Works under general supervision. Uses discretion in identifying and resolving complex problems and assignments. Usually receives specific instructions and has work reviewed at frequent milestones. Determines when issues should be escalated to a higher level.	Interacts with and influences department/project team members. May have working level contact with customers and suppliers. In predictable and structured areas may supervise others. Makes decisions which may impact on the work assigned to individuals or phases of projects.	Performs a broad range of work, sometimes complex and non-routine, in a variety of environments.	Understands and uses appropriate methods, tools and applications. Demonstrates an analytical and systematic approach to problem solving. Takes the initiative in identifying and negotiating appropriate development opportunities. Demonstrates effective communication skills. Contributes fully to the work of teams. Plans, schedules and monitors own work (and that of others where applicable) competently within limited deadlines and according to relevant legislation and procedures. Absorbs and applies technical information.
Enable	Works under general direction within a clear framework of accountability. Exercises substantial personal responsibility and autonomy. Plans own work to meet given objectives and processes.	Influences team and specialist peers internally. Influences customers at account level and suppliers. Has some responsibility for the work of others and for the allocation of resources. Participates in external activities related to own specialism. Makes decisions which influence the success of projects and team objectives.	Performs a broad range of complex technical or professional work activities, in a variety of contexts.	Selects appropriately from applicable standards, methods, tools and applications. Demonstrates an analytical and systematic approach to problem solving. Communicates fluently orally and in writing, and can present complex technical information to both technical and non-technical audiences. Facilitates collaboration between stakeholders who share common objectives.

# SFIA Level Definitions

SFIA Level	Autonomy	Influence	Complexity	Business Skills
Initiate	Has defined authority and responsibility for a significant area of work, including technical, financial and quality aspects. Establishes organisational objectives and delegates responsibilities. Is accountable for actions and decisions taken by self and subordinates.	Influences policy formation on the contribution of own specialism to business objectives. Influences a significant part of own organisation and influences customers/suppliers and industry at senior management level. Makes decisions which impact the work of employing organisations, achievement of organisational objectives and financial performance. Develops high-level relationships with customers, suppliers and industry leaders.	Performs highly complex work activities covering technical, financial and quality aspects. Contributes to the formulation of IT strategy. Creatively applies a wide range of technical and/or management principles.	Absorbs complex technical information and communicates effectively at all levels to both technical and non-technical audiences. Assesses and evaluates risk. Understands the implications of new technologies. Demonstrates clear leadership and the ability to influence and persuade. Has a broad understanding of all aspects of IT and deep understanding of own specialism(s). Understands and communicates the role and impact of IT in the employing organisation and promotes compliance with relevant legislation.
Set Strategy	Has authority and responsibility for all aspects of a significant area of work, including policy formation and application. Is fully accountable for actions taken and decisions made, both by self and subordinates.	Makes decisions critical to organisational success. Influences developments within the IT industry at the highest levels. Advances the knowledge and/or exploitation of IT within one or more organisations. Develops long-term strategic relationships with customers and industry leaders.	Leads on the formulation and application of strategy. Applies the highest level of management and leadership skills. Has a deep understanding of the IT industry and the implications of emerging technologies for the wider business environment.	Has a full range of strategic management and leadership skills. Understands, explains and presents complex technical ideas to both technical and non-technical audiences at all levels up to the highest in a persuasive and convincing manner. Has a broad and deep IT knowledge coupled with equivalent knowledge of the activities of those businesses and other organisations that use and exploit IT.

For questions and queries please contact:



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