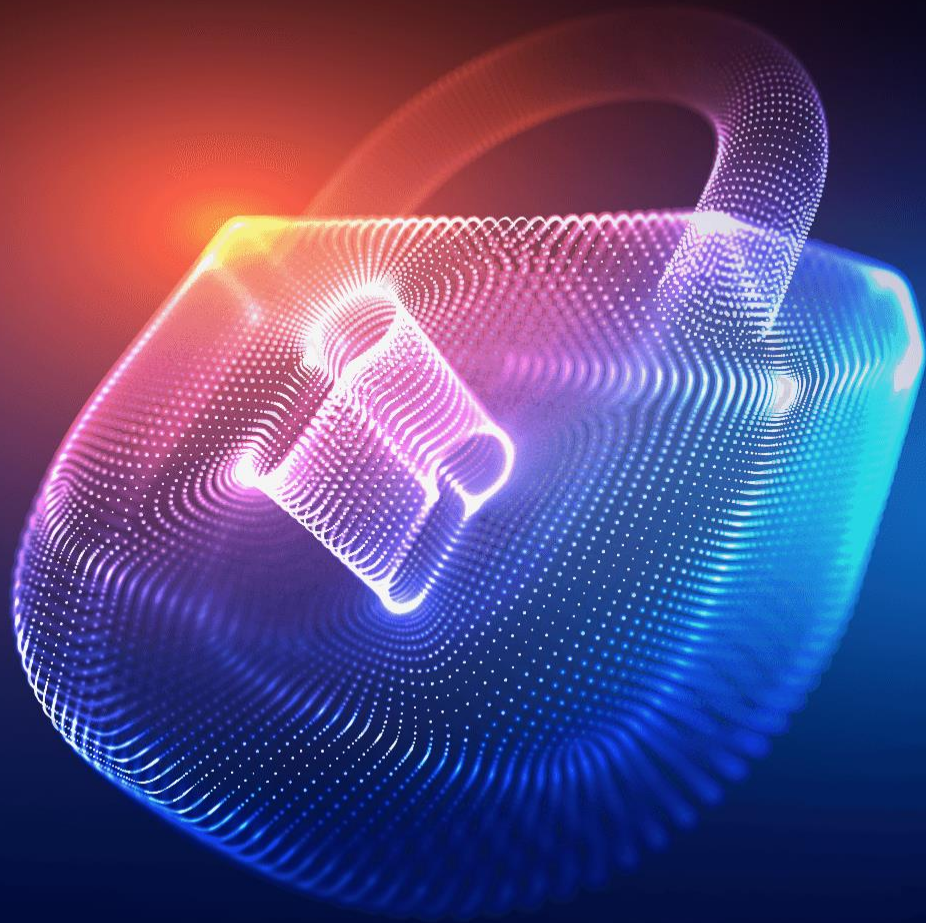




## Skills Framework and Pricing Document



	Autonomy	Influence	Complexity	Business Skills
Follow	450 - 650	450 - 650	450 - 650	450 - 650
Assist	450 - 650	450 - 650	450 - 650	450 - 650
Apply	650 - 950	650 - 950	650 - 950	650 - 950
Enable	650 - 950	650 - 950	650 - 950	650 - 950
Ensure / Advise	950-1300	950-1300	950-1300	950-1300
Initiate / Influence	950-1300	950-1300	950-1300	950-1300
Set Strategy / Inspire	1300-2000	1300-2000	1300-2000	1300-2000

£ Rates and expenses are exclusive of VAT

	Autonomy	Influence	Complexity	Business Skills
<b>Follow</b>	Works under close direction. Uses little discretion in attending to enquiries. Is expected to seek guidance in unexpected situations.	Minimal influence. May work alone or interact with immediate colleagues.	Performs routine activities in a structured environment. Requires assistance in resolving unexpected problems. Participates in the generation of new ideas.	Has sufficient oral and written communication skills for effective engagement with immediate colleagues. Uses basic systems and tools, applications and processes. Demonstrates an organised approach to work. Has basic digital skills to learn and use applications and tools for their role.
<b>Assist</b>	Works under routine direction. Uses limited discretion in resolving issues or enquiries. Determines when to seek guidance in unexpected situations. Plans own work within short time horizons.	Interacts with and may influence immediate colleagues. May have some external contact with customers, suppliers and partners. Aware of need to collaborate with team and represent users/customer needs.	Performs a range of work activities in varied environments. May contribute to routine issue resolution. May apply creative thinking or suggest new ways to approach a task.	Has sufficient oral and written communication skills for effective engagement with colleagues and internal users/customers. Understands and uses appropriate methods, tools, applications and processes. Demonstrates a rational and organised approach to work. Has sufficient digital skills for their role. Learning and professional development — identifies and negotiates own development opportunities.

<b>Apply</b>	Works under general direction. Receives specific direction, accepts guidance and has work reviewed at agreed milestones. Uses discretion in identifying and responding to complex issues related to own assignments. Determines when issues should be escalated to a higher level. Plans and monitors own work (and that of others where applicable) competently within limited deadlines.	Interacts with and influences colleagues. May oversee others or make decisions which impact routine work assigned to individuals or stages of projects. Has working level contact with customers, suppliers and partners. Understands and collaborates on the analysis of user/customer needs and represents this in their work. Contributes fully to the work of teams by appreciating how own role relates to other roles.	Performs a range of work, sometimes complex and non-routine, in a variety of environments. Applies a methodical approach to routine and moderately complex issue definition and resolution. Applies and contributes to creative thinking or finds new ways to complete tasks.	Demonstrates effective oral and written communication skills when engaging on issues with colleagues, users/customers, suppliers and partners. Understands and effectively applies appropriate methods, tools, applications and processes. Demonstrates judgement and a systematic approach to work. Effectively applies digital skills and explores these capabilities for their role. Learning and professional development — takes the initiative to develop own knowledge and skills by identifying and negotiating appropriate development opportunities
<b>Enable</b>	Works under general direction within a clear framework of accountability. Exercises substantial personal responsibility and autonomy. Uses substantial discretion in identifying and responding to complex issues and assignments as they relate to the deliverable/scope of work. Escalates when issues fall outside their framework of accountability. Plans, schedules and monitors work to meet given objectives and processes to time and quality targets	Influences customers, suppliers and partners at account level. Makes decisions which influence the success of projects and team objectives. May have some responsibility for the work of others and for the allocation of resources. Engages with and contributes to the work of cross-functional teams to ensure that customers and user needs are being met throughout the deliverable/scope of work. Facilitates collaboration between stakeholders who share common objectives. Participates in external activities related to own specialism.	Work includes a broad range of complex technical or professional activities, in a variety of contexts. Investigates, defines and resolves complex issues. Applies, facilitates and develops creative thinking concepts or finds innovative ways to approach a deliverable.	Communicates fluently, orally and in writing, and can present complex information to both technical and non-technical audiences when engaging with colleagues, users/customers, suppliers and partners. Selects appropriately from, and assesses the impact of change to applicable standards, methods, tools, applications and processes relevant to own specialism. Demonstrates an awareness of risk and takes an analytical approach to work. Maximises the capabilities of applications for their role and evaluates and supports the use of new technologies and digital tools. Contributes specialist expertise to requirements definition in support of proposals. Shares knowledge and experience in own specialism to help others.

<b>Enable</b>	<p>Works under general direction within a clear framework of accountability. Exercises substantial personal responsibility and autonomy. Uses substantial discretion in identifying and responding to complex issues and assignments as they relate to the deliverable/scope of work. Escalates when issues fall outside their framework of accountability. Plans, schedules and monitors work to meet given objectives and processes to time and quality targets</p>	<p>Influences customers, suppliers and partners at account level. Makes decisions which influence the success of projects and team objectives. May have some responsibility for the work of others and for the allocation of resources. Engages with and contributes to the work of cross-functional teams to ensure that customers and user needs are being met throughout the deliverable/scope of work. Facilitates collaboration between stakeholders who share common objectives. Participates in external activities related to own specialism.</p>	<p>Work includes a broad range of complex technical or professional activities, in a variety of contexts. Investigates, defines and resolves complex issues. Applies, facilitates and develops creative thinking concepts or finds innovative ways to approach a deliverable.</p>	<p>Communicates fluently, orally and in writing, and can present complex information to both technical and non-technical audiences when engaging with colleagues, users/customers, suppliers and partners. Selects appropriately from, and assesses the impact of change to applicable standards, methods, tools, applications and processes relevant to own specialism. Demonstrates an awareness of risk and takes an analytical approach to work. Maximises the capabilities of applications for their role and evaluates and supports the use of new technologies and digital tools. Contributes specialist expertise to requirements definition in support of proposals. Shares knowledge and experience in own specialism to help others.</p>
<b>Ensure / Advise</b>	<p>Works under broad direction. Work is often self-initiated. Is fully responsible for meeting allocated technical and/or group objectives. Analyses, designs, plans, executes and evaluates work to time, cost and quality targets. Establishes milestones and has a significant role in the assignment of tasks and/or responsibilities.</p>	<p>Influences stakeholders on specialty's value. Drives impactful decisions affecting work outcomes, deadlines, and resources. Leads user and group collaboration, ensuring consistent user satisfaction. Builds effective business relationships, fostering collaboration and alignment. Facilitates stakeholder collaboration despite diverse objectives.</p>	<p>Implements and executes policies aligned to strategic plans. Performs an extensive range and variety of complex technical and/or professional work activities. Undertakes work which requires the application of fundamental principles in a wide and often unpredictable range of contexts. Engages and coordinates with subject matter experts to resolve complex issues as they relate to customer/organisational requirements. Understands the relationships between own specialism and customer/organisational requirements.</p>	<p>Demonstrates operational leadership, advises on improvements, and assesses risks. Considers all requirements in proposals, fosters learning, and advises on relevant standards. Evaluates technology impacts, applies innovative design, communicates effectively, and pursues skill development while promoting ethical practices.</p>

<b>Initiate / Influence</b>	Has defined authority and accountability for actions and decisions within a significant area of work, including technical, financial and quality aspects. Establishes organisational objectives and assigns responsibilities.	Influences policy and strategy formation. Initiates influential relationships with internal and external customers, suppliers and partners at senior management level, including industry leaders. Leads on collaboration with a diverse range of stakeholders across competing objectives within the organisation. Makes decisions which impact the achievement of organisational objectives and financial performance.	Contributes to the development and implementation of policy and strategy. Performs highly complex work activities covering technical, financial and quality aspects. Has deep expertise in own specialism(s) and an understanding of its impact on the broader business and wider customer/organisation.	Demonstrates leadership in organisational management. Understands and communicates industry developments, and the role and impact of technology. Security, privacy and ethics — takes a leading role in promoting and ensuring appropriate working practices and culture throughout own area of accountability and collectively in the organisation
<b>Set Strategy / Inspire</b>	At the highest organisational level, has authority over 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 others to whom responsibilities have been assigned.	Inspires the organisation, and influences developments within the industry at the highest levels. Makes decisions critical to organisational success. Develops long-term strategic relationships with customers, partners, industry leaders and government. Collaborates with leadership stakeholders ensuring alignment to corporate vision and strategy.	Applies the highest level of leadership to the formulation and implementation of strategy. Performs extensive strategic leadership in delivering business value through vision, governance and executive management. Has a deep understanding of the industry and the implications of emerging technologies for the wider business environment.	Possesses comprehensive strategic management and leadership skills. Evaluates emerging practices and technologies, assessing associated risks. Establishes governance to mitigate business risk and ensure alignment with strategic goals. Cultivates a culture of learning and innovation. Promotes compliance with legislation and inclusivity. Advances technology utilization. Effectively communicates across various sectors. Prioritizes skill development and ethical practices.

## About Bestman Solutions

At Bestman Solutions, we believe that people are an organisation's most valuable asset. The success of an organisation depends on building the right teams, and this is where we come in. We are a cyber security consultancy, established in 2020 (a great year to start trading), we are a young company built on over 15 years of experience with some of the world's brightest minds in the security and technology sector.

Over the years, we have developed a diverse network of well-respected and proven security specialists. We offer exclusive access to top cyber security experts. In cyber security, established relationships get you far. Because of our founders' longevity in this area, we have been able to build an associate model, giving us exclusive access to the top experts within their given security fields.

