

Skills Discovery Consultancy

v15.0

service definition



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Blackthorn

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Introduction

Blackthorn GRC's Skills Discovery Consultancy is a unique service designed to help discover, validate and/or evaluate the skills and competencies within an organisation's current IT and Digital teams. It is a standalone service and is complimented by Blackthorn's Staff Skills & Competencies Survey service.

Service Description

Comprising subject matter experts and Organisation Development / Human Resources experts, our team will conduct 40-minute, face-to-face competency-based interviews against a set of designed and agreed criteria (based on GDS best practice and the SFIA framework).

Reporting

At the end of the face-to-face interviews, Blackthorn will report at a number of different levels:

- Basic quantitative reporting with multiple options for comparators, e.g. team on team, by department, by manager, by job family by geographic region
- Individual qualitative reports supported by quantitative narrative, outlining areas for further investigation or development
- Benchmarking reports comparing divisions and locations.

Features and Benefits

The list of the features and benefits are listed below:

- Qualified and objective assessment of your skills base
- Overview that enables decisions to be made regarding the most effective and efficient allocation of training budgets
- Overview of the potential for progression and redeployment of staff through better understanding of skills base
- Base lining to be able to evaluate return on investment
- Sensitivity of approach
- Low attrition
- Can be conducted in many geographical locations
- Supported by our software to allow for new staff members to be assessed as they arrive
- Supports efficient resource planning within departments
- Enables flexible and agile organisation design
- Leadership advice.

Skills Discovery Management Software

Where appropriate, the IT & Digital Skills and Competencies assessment can be codified enabling staff to complete the survey online via a dedicated client portal. Once the depth and breadth of the assessment has been agreed with management, the question set will be programmed into our survey tool and users accounts set up for the target audience. Far from usurping the conventional face-to-face interviews, the survey provides an efficient and easy way of harvesting much of the basic information collected during the early stages of a standard evaluation. Face-to-face interviews are still conducted, but the interviewee contact time is reduced to 20-25 minutes helping to drive efficiencies.

All Information will be held in UK data centers and can held up to OFFICIAL if required.

Service Delivery

The service will be delivered by full-time Blackthorn SC cleared staff working with approved associates to ensure the supply of a team with the right mix of skills and experience. Our subject matter experts and organisational development professionals are highly experienced in competence interviewing, experienced gained in both the private and public sectors. We can quickly and efficiently deploy an experienced team with the minimum of end-customer disruption.

The Lean and Agile development techniques we utilise when building our software solutions, including our Skills Survey Platform, are used in all our client engagements, including consultancy engagements. Back office support is provided via our in-house Project Office that acts as the principal point of contact for all organisational requirements. Project Office staff will manage the delivery of the service as well as hold regular project updates with the appointed client project officer.

Terms and Conditions

See our standard Terms and Conditions.

About Us

Blackthorn GRC provides security-based solutions and services. We are the force behind the Blackthorn 'admissible' case management tool, and we have a long history of working with Law Enforcement agencies, Government and Defence. Our innovative business solutions have been in the marketplace since 2005 and enabled many of our existing customers to manage complex tasks including their internal governance activities.

We pride ourselves in developing strong relationships with our customers and helping them achieve their strategic goals. Blackthorn invests in talented staff who help to drive our organisation and enable us to continue to innovate.

Contact

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