



TechGenetix

Where skills and solutions converge

TechGenetix 2026 SFIA Rate Card

TechGenetix provides access to **UK-based consultants and delivery specialists** aligned to the **SFIA (Skills Framework for the Information Age)** framework, enabling clients to source the right skills across architecture, engineering, product, and AI disciplines with clarity and confidence.

Our team brings deep experience delivering complex transformation programmes in high-stakes environments. Whether you need independent consultants, outcome-based squads, or embedded capability, we offer flexible engagement models that match your pace and priorities.

TechGenetix Commercial Engagement Models



Time & Materials

A straightforward model based on agreed SFIA-aligned day rates, invoiced monthly in arrears based on actual effort. Ideal for agile delivery, flexible scope, or rapid team mobilisation.



Fixed Price

A scoped, milestone-based agreement for a defined set of deliverables. Billing is staged in line with agreed delivery checkpoints. Where SFIA rates are used as a baseline for fixed-price work, a commercial premium may apply to reflect the delivery risk and outcome ownership.



Fixed Capacity

A dedicated squad or team provided at a fixed cost over a defined period. This model offers predictable spend and consistent resourcing while retaining flexibility over how the team is utilised.



Outcome-Based Pricing

A results-driven model linked to clearly defined deliverables or KPIs. Commercial terms are structured around the value delivered, not just time spent, ideal for innovation, PoCs, or strategic transformation outcomes.

Skills For the Information Age (SFIA)

Definitions & Rate Card

Rates Excluding VAT

	Strategy & Architecture	Change & Transformation	Development & Implementation	Delivery & Operation	People & Skills	Relationships & Engagement
1. Follow	N/A	N/A	N/A	N/A	N/A	N/A
2.Assist	N/A	N/A	N/A	N/A	N/A	N/A
3.Apply	£770	£770	£770	£710	£710	£710
4. Enable	£950	£950	£950	£925	£925	£925
5.Ensure, advise	£1,175	£1,175	£1,175	£1,175	£1,175	£1,175
6.Initiate Influence	£1,400	£1,325	£1,300	£1,300	£1,300	£1,300
7.Set strategy, inspire, mobilise	£1,450 - £2,150	£1,350 - £1,950	£1,325 - £1,950	£1,325 - £1,950	£1,325 - £1,950	£1,325 - £1,950

Standards for Consultancy Day Rate Cards



Standards

- Consultant's working day: 8 hours exclusive of travel and lunch
- Working week: Monday to Friday excluding national holidays
- Office hours: 9:00am to 5:00pm Monday to Friday
- Travel & Subsistence: Included in day rate within M25. Payable at clients standard travel and subsistence rates outside M25
- Mileage: As for travel, mileage subsistence
- Professional Indemnity Insurance: Included in day rate

Level Definitions

	Autonomy	Influence	Complexity	Business Skills	Knowledge
1.Follow	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.	- Communicates clearly with colleagues - Uses basic tools and systems - Works in an organised, structured way - Actively learns and develops - Follows security, privacy, and ethical standards	Has a basic generic knowledge appropriate to area of work. Applies newly acquired knowledge to develop new skills.
2.Assist	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.	- Communicates effectively with colleagues and users - Applies appropriate tools and methods - Works in an organised, logical manner - Has role-appropriate digital skills - Takes ownership of development - Follows security, privacy, and ethical standards	- Applies basic domain knowledge and industry concepts - Learns systematically and applies new information effectively
3.Apply	- Works with general guidance and reviews at key milestones - Uses judgement to handle or escalate complex issues - Plans and monitors own work effectively within deadlines	- Influences colleagues and may oversee routine work - Engages with customers, suppliers, and partners - Understands user needs and reflects them in delivery - Collaborates effectively as part of a team	- Handles varied, sometimes complex work - Uses a methodical approach to solve issues - Applies and contributes to creative problem-solving	- Communicates effectively with all stakeholders - Applies appropriate tools, methods, and judgement - Uses and develops digital skills for the role - Proactively drives personal development - Follows security, privacy, and ethical practices - Understands how their role supports broader goals	- Applies solid domain and specialist knowledge - Understands the broader business context - Shares expertise and applies new information effectively
4.Enable	- Works with autonomy within a clear accountability framework - Takes ownership of complex issues, escalating when needed - Plans and manages work to meet objectives, timelines, and quality standards	- Influences stakeholders at account level and contributes to project success - May oversee others and allocate resources - Ensures customer needs are met across cross-functional teams - Facilitates collaboration and engages in relevant external activities	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 complex ideas clearly across audiences - Applies relevant tools, methods, and assesses risks - Optimises use of digital tools and explores new tech - Contributes expertise and shares knowledge - Drives own and team development - Applies security, privacy, and ethical standards	Situations and actively maintains own knowledge and shares with others. Rapidly absorbs and critically assesses new information and applies it effectively
5.Ensure Advise	- Works independently under broad direction - Owns delivery of technical or team objectives - Plans and delivers work to time, cost, and quality targets - Sets milestones and helps assign tasks and responsibilities	- Influences stakeholders across the organisation and beyond - Makes decisions impacting outcomes, deadlines, and budgets - Manages resource allocation for assigned work - Leads user collaboration and ensures needs are met throughout - Builds strong relationships and promotes cross-functional collaboration	- Executes policies aligned to strategic goals - Delivers complex technical or professional work across varied contexts - Applies core principles to resolve unpredictable challenges - Collaborates with experts to meet customer and organisational needs - Understands how their specialism supports broader objectives	- Leads operations and drives improvement - Assesses risk and advises on tools and solutions - Applies innovation to deliver value - Communicates clearly and shares expertise - Promotes learning, ethics, and secure practices	Breadth of knowledge across the industry or business. Applies knowledge to help to define the standards which others will apply
6.Initiate, Influence	- Holds authority and accountability across a significant area - Oversees technical, financial, and quality decisions - Sets objectives and assigns responsibilities	- Shapes policy and strategy - Builds senior-level relationships internally and externally - Leads cross-stakeholder collaboration - Makes decisions impacting organisational goals and performance	- Contributes to policy and strategy implementation - Delivers complex work across technical, financial, and quality areas - Brings deep expertise with strong business and customer awareness	- Balances proposals with organisational goals - Champions learning, inclusion, and compliance - Identifies and promotes new technologies - Applies innovative thinking to drive strategic value - Communicates with authority across all levels - Leads skills development and promotes ethical practices	Generic and specific bodies of knowledge in own organisation. Develops executive leadership skills and broadens and deepens their industry or business knowledge.
7.Set Strategy, Inspire, Mobilise	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 shapes industry direction - Makes critical decisions for long-term success - Builds strategic relationships with key external leaders - Aligns stakeholders to corporate vision and strategy	- Leads strategy formulation and execution at the highest level - Drives business value through vision, governance, and leadership - Understands industry dynamics and emerging technology impact	- Assesses emerging technologies and associated risks - Aligns proposals with strategy and establishes governance - Promotes compliance, inclusivity, and a learning culture - Advances technology adoption and innovation - Communicates persuasively across all levels and sectors - Leads organisational capability development and ethical practices	- Develops deep knowledge of the business, market, and stakeholders - Promotes use of industry and organisational best practices - Grows executive leadership and broadens industry expertise



Contact Us

Ready to start your journey?

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