

G Cloud 15

Pricing Document & SFIA Rate Card

January 2026



Our Fees.

- The table below provides the daily and hourly rates for CyPro's consultants.
- Each CyPro grade has been mapped to the [Skills Framework for the Information Age 9](#) (SFIA 9) framework, which describes the skills and competencies you can expect from each CyPro consultant grade.
- We only provide consultants with a minimum of 3 years experience, hence the minimum SFIA Level provided is Level 3.
- Please see following slides for a description of each of the SFIA levels.

SFIA 8 Level	CyPro Grade (experience)	Strategy & Architecture	Change & Transform	Solution dev. & imp.	Delivery & Operation	People & Skills	Rel. & Eng.
3. Apply	Analyst (3-4 years)	625	625	525	525	625	625
4. Enable	Consultant (5-6 years)	775	775	675	675	775	775
5. Ensure/ Advise	Senior Consultant (7-9 years)	925	925	825	825	925	925
6. Initiate/ Influence	Managing Consultant (10-15 years)	1050	1050	950	950	1050	1050
7. Strategy / Inspire	Principle Consultant (15+ years)	1400	1400	1250	1250	1400	1400

- **Daily Rates:** All rates are in GBP and exclusive of VAT.
- **Consultant's Working Day:** 8 hours exclusive of travel and lunch.
- **Working Week:** Monday to Friday excluding National Holidays.
- **Travel & Subsistence:** Included in day rate within M25. Payable at department's standard T&S rates outside M25.
- **Professional Indemnity Insurance:** Included in day rate.

SFIA Level Definitions & Mapping.

Increasing Responsibility, Accountability and Impact

SFIA Level	Level 3: Apply	Level 4: Enable	Level 5: Ensure, Advise	Level 6: Initiate, Influence	Level 7: Set Strategy, Inspire, Mobilise
CyPro Grade	<i>Analyst</i>	<i>Consultant</i>	<i>Senior Consultant</i>	<i>Managing Consultant</i>	<i>Principle Consultant</i>
Autonomy	- 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.	- 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.	- 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.	- 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.	- 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.
Influence	- 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.	- 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.	- Influences organisation, customers, suppliers, partners and peers on the contribution of own specialism. - Makes decisions which impact the success of assigned work. - Has significant influence over the allocation and management of resources appropriate to given assignments. - Leads on user/customer and group collaboration throughout all stages of work. - Ensures users' needs are met consistently through each work stage. - Builds appropriate and effective business relationships across the organisation and with customers, suppliers and partners. - Creates and supports collaborative ways of working across group/area of responsibility. - Facilitates collaboration between stakeholders who have diverse objectives.	- 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.	- 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.

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Complexity	- 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.	- 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.	- 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.	- 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.	- 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.
Knowledge	- Has sound generic, domain and specialist knowledge necessary to perform effectively in the organisation typically gained from recognised bodies of knowledge and organisational information. - Has an appreciation of the wider business context. - Demonstrates effective application and the ability to impart knowledge found in industry bodies of knowledge. - Absorbs new information and applies it effectively.	- Has a thorough understanding of recognised generic industry bodies of knowledge and specialist bodies of knowledge as necessary. - Has gained a thorough knowledge of the domain of the organisation. - Is able to apply the knowledge effectively in unfamiliar situations and actively maintains own knowledge and shares with others. - Rapidly absorbs and critically assesses new information and applies it effectively.	- Is fully familiar with recognised industry bodies of knowledge both generic and specific, and knowledge of the business, suppliers, partners, competitors and clients. - Develops a wider breadth of knowledge across the industry or business. - Applies knowledge to help to define the standards which others will apply.	- Has developed business knowledge of the activities and practices of own organisation and those of suppliers, partners, competitors and clients. - Promotes the application of generic and specific bodies of knowledge in own organisation. - Develops executive leadership skills and broadens and deepens their industry or business knowledge.	- Has established a broad and deep business knowledge including the activities and practices of own organisation and a broad knowledge of those of suppliers, partners, competitors and clients. - Fosters a culture to encourage the strategic application of generic and specific bodies of knowledge within their own area of influence.

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CyPro Grade	<i>Analyst</i>	<i>Consultant</i>	<i>Senior Consultant</i>	<i>Managing Consultant</i>	<i>Principle Consultant</i>
Business Skills	- 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.	- 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. - Learning and professional development — maintains an awareness of developing practices and their application and takes responsibility for driving own development. - Takes the initiative in identifying and negotiating their own and supporting team members' appropriate development opportunities. - Contributes to the development of others.	- Demonstrates leadership in operational management. - Analyses requirements and advises on scope and options for continual operational improvement. - Assesses and evaluates risk. - Takes all requirements into account when making proposals. - Shares own knowledge and experience and encourages learning and growth. - Advises on available standards, methods, tools, applications and processes relevant to group specialism(s) and can make appropriate choices from alternatives. - Understands and evaluates the organisational impact of new technologies and digital services. - Creatively applies innovative thinking and design practices in identifying solutions that will deliver value for the benefit of the customer/stakeholder. - Clearly demonstrates impactful communication skills (oral, written and presentation) in both formal and informal settings, articulating complex ideas to broad audiences. - Learning and professional development — takes initiative to advance own skills and identify and manage development opportunities in area of responsibility.	- Demonstrates leadership in organisational management. - Understands and communicates industry developments, and the role and impact of technology. - Manages and mitigates organisational risk. - Balances the requirements of proposals with the broader needs of the organisation. - Promotes a learning and growth culture in their area of accountability. - Leads on compliance with relevant legislation and the need for services, products and working practices to provide equal access and equal opportunity to people with diverse abilities. - Identifies and endorses opportunities to adopt new technologies and digital services. - Creatively applies a wide range of innovative and/or management principles to realise business benefits aligned to the organisational strategy. - Communicates authoritatively at all levels across the organisation to both technical and non-technical audiences articulating business objectives. - Learning and professional development — takes the initiative to advance own skills and leads the development of skills required in their area of accountability.	- Has a full range of strategic management and leadership skills. - Communicates the potential impact of emerging practices and technologies on organisations and individuals and assesses the risks of using or not using such practices and technologies. - Establishes governance to address business risk. - Ensures proposals align with the strategic direction of the organisation. - Fosters a learning and growth culture across the organisation. - Assesses the impact of legislation and actively promotes compliance and inclusivity. - Advances the knowledge and/or exploitation of technology within one or more organisations. - Champions creativity and innovation in driving strategy development to enable business opportunities. - Communicates persuasively and convincingly across own organisation, industry and government to audiences at all levels. - Learning and professional development — ensures that the organisation develops and mobilises the full range of required skills and capabilities.



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