Summary Guide to the Green-IT Role Profiles

The present document displays the knowledge, skills and competences required in the five currently most common Green IT **Role Profiles at European level.** These Green IT Role Profiles have been prepared by experts in the identification of ICT Role Profiles, who have generated them after carefully analysing the job market needs from the employers' perspective, **within the Grin-CH project.**

The present document includes the following Green IT Role Profiles:

- Green-IT software engineer
- Green-IT infrastructure and operations expert
- Green-IT auditor
- Green-IT consultant
- Green-IT ambassador

The Grin-CH project is co-funded by the European Commission and runs within the framework of the e-jobs Observatory initiative, which is a network of stakeholders in the field of e-jobs, with the objective to improve the market-nearness of trainings for e-jobs.

According to the e-jobs-observatory strategy, the purpose of the Role Profiles is to present current demand-driven competences in a format which is easy to understand and to apply.

The methodology used by the e-Jobs Observatory aims at providing Role Profiles that are generated and presented, according to the e-Competence Framework, a European reference framework, developed by the European Standardisation organisations' Working Group on ICT Skills (CEN Working Group on ICT Skills)[1].

Below, you will find a summary guide to understand the Green-IT European Specialist Role Profiles.

Each Role Profile is divided into two sections:

1. **Role description**

   This consists of a table as follows (all entries in italics are explanations for the items listed in the left-hand column):

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[1] The CEN Working Group on ICT Skills aims to address e-Skills shortages, gaps and mismatches as well as a persistent digital divide that affects productivity growth, competitiveness, innovation, employment and social cohesion in Europe and supports the employment strategy for ICT, particularly the increase in highly qualified ICT labour and promotion of digital skills across workforce.

Role title	Role Profile name.
Also known as	Alternative titles that may be found and used by the market for this Role Profile.
Relevant professions	Professions for which these Role Profiles are relevant.
Summary statement	Indicates the main purpose of the Job role.
Mission	Describes the rationale of the Job role.
Responsibility	Outlines the activities and their related outputs for which the Job Role is responsible.
Deliverables/Contributions	Deliverables to which the Job Role provides inputs.
Main task/s	Lists the main tasks to be performed by the Job Role.
Environment	Brief description of the Job Role's working environment.
KPI's	Indicators that allow measurement of the deliverables of the Job role.

2. Role profile

This section consists of two sub-sections (Profile Summary, Detailed Profile), each comprising a different table. The format of the table of the first sub-section (**Profile Summary**) is as follows:

Structured in four dimensions, the Profile Summary reflects competence levels derived from the European e-Competence Framework (e-CF)[2] and a list of additional skills, including "soft skills":

The e-Competence Framework distinguishes 4 Dimensions:

Dimension 1: reflects five e-Competence areas, derived from ICT business processes PLAN – BUILD – RUN – ENABLE – MANAGE.

Dimension 2: defines a set of e-Competences for each area (36 competences in total).
The relative importance (low – medium – high) of the e-Competences for the specific Role Profile is defined in the next column.

Dimension 4: contains additional skills, including "soft skills" which qualify the e-Competences of dimension 2. These additional skills are divided in three categories: technical, behavioural, business skills. Each e-Competence is coupled with one or more additional skills. Crosses are used to mark the additional skills that correspond to each e-Competence. This demonstrates that each e-Competence can be fully deployed, only if it is accompanied by additional skills.

The format of the table of the second sub-section (**Detailed Profile**) is as follows:

Dimension 2: e-Competences: Title + generic description		
Dimension 3: e-Competence proficiency levels	Level 1	
	Level 2	
	Level 3	
	Level 4	
	Level 5	
Dimension 4: Knowledge and Skills		

The Detailed Profile consists of several information squares. Each information square is focused on one single e-Competence, as displayed in the specific Role Profile and is structured in three dimensions: the

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[2] The European e-Competence Framework (e-CF) is a reference framework of 36 ICT practitioner and management competences, classified according to their corresponding ICT business areas, that can be used and understood by ICT user and supply companies, the public sector, educational and social partners across Europe.

ones displayed on the Profile Summary, plus **Dimension 3**, which lists proficiency levels for each e-Competence. The levels provide statements of typical expectations of achievements and abilities associated with qualifications. These derive from the European Qualification Framework[3]. Levels escalate from Level 1 to Level 5. This aims at offering a more concrete description of each of the e-Competences composing the Role Profile.

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[3] The European Qualification Framework is a common European reference system which links different countries' national qualification systems and frameworks together.