# Competency

www.incose.org/IW2021

### CHAIR

Clifford Whitcomb (Naval Postgraduate School)

### CO-CHAIR

Lori Zipes (US Navy)

## INCOSE WEB PAGE

https://connect.incose.org/WorkingGroups/Competency/Pages/Home.aspx

## INCOSE CONNECT ADDRESS

https://www.incose.org/incose-member-resources/working-groups/analytic/competency-working-group

10 active members, 99 in community

# Charter Summary

## WG PURPOSE/MISSION

The aim of the INCOSE Competency Working Group is to improve the practice of Systems Engineering through further development and adoption of competency management approaches.

## WG GOAL(S)

The specific goal(s) for the Competency WG include:

1. Evolve to a globally accepted and marketed standard competency framework, tailorable to the needs of the customer organizations.

   - Evolution of the current INCOSE SE Competency Framework available to INCOSE members,
   - Identified products/services of business benefit to INCOSE
   - Industry-academia empirical research projects in the area of better understanding systems engineering competency.
   - Established and exploited (initial) SE Competency set for Soft Skills
   - Clear and agreed understanding of how SE and PM Competencies relate, and
   - Trainable framework in support of training providers
   - Joint and individual paper and article contributions on Competency published
   - Products/services of business benefit to INCOSE (positive revenue)
   - Meaningful and sensible to people who are not systems engineers;

1. Create a globally accepted and marketed standard assessment instrument/tool, tailorable to the needs of the customer organizations, once validated, may be used for selection, filtering, and screening of candidates for SE job positions and placing the 'right person to the right job'. (Stretch goal for future.)

   - Trainable framework in support of training providers
   - Joint and individual paper and article contributions on Competency published
   - Products/services of business benefit to INCOSE (positive revenue)

# Charter Summary

## WG SCOPE

The following is considered in scope for the Competency WG.

- Development of practical solutions for practicing systems engineers and organizations
- A systems approach to systems engineering
- As broad a membership as possible - we can all learn from each other
- Collaboration with other WG/organizations
- Determination of competency fit with other functions (PM/Finance, etc.)
- Produce papers (Collaborative WG papers/Individual)
- Global competency model refinement based on the INCOSE Competencies Framework 2010-0205 & Guide to Competency Evaluation - Framework Annex A 2010-0205
- Use cases to generate roles
- Use currently available works (papers, books, frameworks, BKCASE, etc.) as inputs
- Define soft skills (cognitive, affective, behavioral), intuitiveness
- Define PM/SE competency intersections
- INCOSE Connect Site development

## OUTCOMES (PRODUCTS/SERVICES)

INCOSE Systems Engineering Competency Framework
INCOSE Systems Engineering Competency Assessment Guide

# IW Outcomes

## IW OUTCOMES

Increase awareness of CWG activities and products
Connect with PDP and other WG around product interfaces
Coordinate planning for meeting TPP deployment goals
Learn a lot
Have fun!

## PLANNED ACTIVITIES AFTER IW

Pursue publication of SECAG and updated SECF
Evaluate relationship building with other INCOSE and WG activities

## PLANNED WORK PRODUCTS AFTER IW

SECAG and SECF publication in IS2021 timeframe