

Fellowship assessment rubric

This is an assessment rubric that will be used by the FBCS (Fellow of the BCS) membership assessors when assessing the application of a potential Fellow.

Introduction

To ensure all Fellow applications are assessed consistently, an assessment rubric has been created to clarify the level of expectations BCS have of their Fellows. A set of assessment criteria has been created for each of the three areas of Fellowship: Body of Work, Professional Impact, and Standing in the Community, based on the Fellow criteria and assessor guidance.

How to use the rubric

In this rubric, there is an assessment criterion featuring three different level descriptors for every corresponding sub-criterion in the Fellow criteria. The purpose of the rubric is to clarify the benchmark by which you must meet to gain Fellowship of BCS. As noted in the applicant guidance, you are only expected to provide evidence against four criteria. Use the relevant assessment criteria within the rubric to ensure your experiential statements cover the key points an assessor will be looking for.

Grading

Each of your experiential statements can be graded as 'above', 'met', or 'insufficient evidence' within this rubric. You must achieve 'met' or 'above' for all four criteria you have evidenced to be granted BCS Fellowship. If the assessor has graded any of the statements as 'insufficient evidence', you may be asked for more information regarding the relevant criteria or your application may be declined, i.e., receive a 'does not meet the criteria' overall outcome. This is at the discretion of the assessor.

Body of work

Body of work focuses on the work the applicant does or has done within the information technology profession.

FBCS Criteria	Level of competence evidenced		
	Above	Met	Insufficient evidence
Invention or innovation	<p>They have created a new invention, service, product or developed a new and innovative way of working that has led to one of the following:</p> <ul style="list-style-type: none"> • Research into a new area. • Transformed the way their business functions. • The arise of new business. • Development of new systems/applications. • Redefined practice within their industry/sector. 	<p>They have adapted a pre-existing invention, product, service or developed an innovative way of working. This has led to one of the following:</p> <ul style="list-style-type: none"> • New research by them or others. • Changes to the way their business functions. • The arise of new business. • Development of new systems/applications. • Improved practice within their industry/sector. 	<p>There is no clear evidence of the impact of their invention, product, or innovative way of working. Their involvement in its development is unclear.</p>

<p>Entrepreneur</p>	<p>They have set-up a new business or charity/non-profit organisation that has been/was active for over 5 years, is directly associated with the IT/digital profession and benefits society.</p> <p>It is clear they led the set-up, how their business/charity fulfils a need in the industry/sector and how they went about setting it up.</p> <p>Its success can be measured through at least one of the following:</p> <ul style="list-style-type: none"> • Significant profit. • Significant funds raised. • Connections with clients in well-known businesses in their industry/sector. • Positive public recognition by other businesses/charities/government body. 	<p>They have set-up a new business or charity/non-profit organisation that has been/was active for over 2 years, impacts aspects of the IT/digital profession and benefits society.</p> <p>It is clear how and why they led or co- led the set-up their business/charity.</p> <p>Its success can be measured through at least one of the following:</p> <ul style="list-style-type: none"> • Profit. • Funds raised. • Connections with clients in well-known businesses in their industry/sector. • Positive formal public recognition. 	<p>They are not responsible for setting up the new business, only managing it. The business has been active for less than 2 years. The reasons for setting up the business is unclear as is its benefit to the digital/IT profession. Evidence of the success of the business not provided or is unclear.</p>
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<p>Responsibility</p>	<p>They hold/held one of the following positions:</p> <ul style="list-style-type: none"> • C-suite role (CEO/ CTO/CIO/COO etc) within a large organisation. • Sponsor large and/or complex portfolios/programmes. • An internationally recognised specialist in their chosen field. <p>They are/were responsible for making and signing-off others' technical or business decisions within their business that have significant impact and are clearly evidenced.</p>	<p>They hold/held one of the following positions:</p> <ul style="list-style-type: none"> • C-suite role (CEO/ CTO/CIO/COO etc) within a small to medium organisation. • Head up a large programme or department. • Manage/sponsor high-level technical projects. • A specialist for a specific product, process, or system within the business. <p>They are/were responsible for making and signing-off others' technical or business decisions within their business that have significant impact and are clearly evidenced.</p>	<p>They make decisions within their business but someone else signs them off (excluding a governing board/committee or senior management team). The impact of their decisions is not provided or is unclear. They hold no or minimal responsibility or accountability for the work of others, whether it is in their department or projects, and they are not considered a specialist within their business (multiple people hold their role).</p>
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<p>Research</p>	<p>They are the Lead Author of academic or industrial research that has:</p> <ul style="list-style-type: none"> • Been cited by 7+ businesses or other publications (that have not funded the research) in the IT/digital industry/sector. • Been peer reviewed/appears in a referee journal. • Been publicly cited by a government department, agency, or public body. <p>Impact of the research may be shown through at least one of the following:</p> <ul style="list-style-type: none"> • They have a H-index of 15 or more (in Google Scholar). • National sample sizes that are statistically significant. • Clear impact to their industry/government/academic field's policies, systems or process designs, product development, or ways of working. • Inclusion of research in their institution's REF submission • Principle Investigator or co-investor for a successful research funding bid of £3M. 	<p>They are the Lead or Co-Author of academic or industrial research that has:</p> <ul style="list-style-type: none"> • Been cited by 3+ businesses or other publications (that have not funded the research) in the IT/digital industry/sector. • Been peer reviewed/appears in a referee journal. <p>Impact of the research may be shown through at least one of the following:</p> <ul style="list-style-type: none"> • They have a H-index of 10 or more (in Google Scholar). • Sample sizes that are statistically significant. • Clear impact to their business/institution's policies, systems or process designs, product development, or ways of working. • Inclusion of research in their institution's REF submission • Principle Investigator or co-investor for a successful research funding bid of £1M. 	<p>They have contributed to research but not played a significant role in it (i.e., not the Lead or Co-Author), and their H-index is below 10. Their research has not been cited by a business, within another publication, or peer reviewed. The impact of their research is unclear.</p>
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<p>Skills development</p>	<p>They have a qualification or 5+ years' experience as a teacher, trainer, coach/mentor, manager, or other relevant role supporting the development of individuals in the IT/digital profession.</p> <p>They have clearly explained the skills they have employed and the approaches they have taken to develop others.</p> <p>Their work has positively impacted at least one of the following areas:</p> <ul style="list-style-type: none"> • They have supported the development of 120+ individuals. • Developed a new skill development approach that has impacted practice across the industry. • International recognition for their teaching achievements from a notable organisation. 	<p>They have a qualification or 2-5 years' experience as a teacher, trainer, coach/mentor, manager, or other relevant role supporting the development of individuals in the IT/digital profession.</p> <p>They have clearly explained the skills they have employed and the approaches they have taken to develop others.</p> <p>Their work has positively impacted at least one of the following areas:</p> <ul style="list-style-type: none"> • They have supported the development of ~60-120 individuals. • Improved existing skill development approaches that have impacted the practice of others. • National recognition for their teaching achievements from a notable organisation. 	<p>They do not hold a skills development related qualification or have been conducting their role for less than 2 years. The number of individuals they have supported is insignificant, i.e., less than 50. The specific skills they develop in others and the impact they have had in their role is unclear.</p>
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<p>Consultancy</p>	<p>They have worked in a consultancy/advisory role for 5+ years demonstrating specialist knowledge of an IT/digital product, process, system, or skill development. They have collaborated with various clients to enhance their deployment, employment, usage or development of their digital/IT products, processes, systems, or people.</p> <p>For example, they may have demonstrated impact through:</p> <ul style="list-style-type: none"> • Leading the delivery of services that have transformed how an international public or private organisation works, acts, or thinks. • Producing reports that have been enacted by a government function - changes to policy and future agendas/long term plan. • Leading a consultancy practice of 50+ personnel that have demonstrated excellence recognised by an industry body. 	<p>They have worked in a consultancy/advisory role for 2-5 years demonstrating specialist knowledge of an IT/digital product, process, system, or skill development. They have collaborated with various clients to enhance their deployment, employment, usage or development of their digital/IT products, processes, systems, or people.</p> <p>For example, they may have demonstrated impact through:</p> <ul style="list-style-type: none"> • Leading the delivery of services that have positively changed the way a client organisation works, acts, or thinks. • Producing reports that have been enacted by the client - changes to policy and future agendas/long term plans. • Leading a consultancy practice of 10+ personnel that have demonstrated excellence recognised by an industry body. 	<p>They are not a specialist in their field of expertise, or their consultancy/advisory work is quite general. They have collaborated with fewer than 3 clients, all of which are not well known. What they have helped their clients to enhance/improve and the impact they have had on them is unclear.</p>
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Professional impact

Professional impact focuses the impact of the work the applicant does or has done on the profession. This could be in terms of the development of products, policies, other professionals, or members of the community.

		Level of competence evidenced		
FBCS Criteria	Above	Met	Insufficient evidence	
Inspiring others	<p>They have inspired changes to digital/IT practice in a national or international organisation through mediums such as:</p> <ul style="list-style-type: none"> • Public Speaking. • Writing. • Mentoring/advising clients. <p>They have positively impacted at least one of the following areas:</p> <ul style="list-style-type: none"> • Senior leaders. • Professional institutions. • Changes in the digital/IT profession. 	<p>They have inspired changes to the digital/IT practice in an organisation, theirs or others, by engaging through mediums such as:</p> <ul style="list-style-type: none"> • Public Speaking. • Writing. • Mentoring/advising clients. <p>They have positively impacted at least one of the following areas:</p> <ul style="list-style-type: none"> • Junior professionals. • Professional institutions. • Changes in the digital/IT profession in general within their business or externally. 	<p>The changes they have inspired are not clear or are not related to digital/IT professional practice in general. How they inspired others is unclear.</p>	

<p>Interdisciplinary collaboration</p>	<p>They have strong knowledge of the public and BCS agendas for enhancing digitisation and IT either nationally or internationally. Through their work, they have done one of the following:</p> <ul style="list-style-type: none"> • Built a network or community of 5+ businesses from different industries/sectors to advance these agendas. • Co-authored 5+ research papers relevant to the agendas with academics from another institution and discipline • Worked on 3+ knowledge transfer partnerships (KTPs) <p>The positive impact of the network/community, research or partnership is clear.</p>	<p>They have strong knowledge of the public or BCS agendas for enhancing digitisation and IT either nationally or internationally. Through their work, they have done one of the following:</p> <ul style="list-style-type: none"> • Built a network or community of 2+ businesses from different industries/sectors to advance these agendas. • Co-authored 2+ research papers relevant to the agendas with academics from another institution and discipline • Worked on 2+ knowledge transfer partnerships (KTPs) <p>The positive impact of the network/community, research or partnership is clear.</p>	<p>The community or network they have established is not linked to a digital/IT public or the BCS' agenda or related to the digital/IT profession. The representatives within their network or co-authors of their research paper are only from one industry/sector and/or the same institution. They have not worked on a knowledge transfer partnership (KTP). The impact of their work is unclear.</p>
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<p>(Inter)national policy making</p>	<p>They have had an advisory or hands-on role in the development of national or international IT/digital related policies that impact one of the following:</p> <ul style="list-style-type: none"> • Government agendas. • The widespread practice of digital/IT professionals. • Widespread outreach work. • The digital/IT practice of businesses. <p>The details of their involvement in the development of the policy are clearly evidenced. Their involvement in the development is publicly documented.</p>	<p>They have had an advisory or hands-on role in the development of national or international IT/digital related policies that impact one of the following:</p> <ul style="list-style-type: none"> • Localised business agendas. • Localised practice of digital/IT professionals. • Localised outreach work. • The digital/IT practice within their business. <p>The details of their involvement in the development of the policy are clearly evidenced.</p>	<p>The policies they have helped to develop are not IT/digital related or linked to national or international agenda, either in their business or the public sphere. Their involvement and the impact of the policy is unclear.</p>
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<p>Diversity and inclusion</p>	<p>They have publicly promoted and engaged in national activities to improve national/international diversity and inclusion in the IT/digital profession. Their contributions may include one of the following:</p> <ul style="list-style-type: none"> • Policy development. • Public speaking or writing • Widespread. grassroots/outreach activities. • Collaboration with multiple businesses across different sectors. • Working with influential organisations to initiate change. <p>The impact of their work is clearly evidenced.</p>	<p>They have led on initiatives and engaged in localised activities to improve diversity and inclusion in the IT/digital profession. Their contributions may include one of the following:</p> <ul style="list-style-type: none"> • Policy development. • Public speaking or writing. • Collaboration with multiple businesses across the digital/IT industry. • Grassroots/outreach activities. <p>The impact of their work is clearly evidenced.</p>	<p>They have not led on initiatives directly related to diversity and inclusion in the IT/digital profession. How they have championed inclusion and diversity and the impact of their involvement is unclear.</p>
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<p>Mentoring and coaching</p>	<p>They have set-up a mentoring/coaching network or mentored or coached individuals or teams in senior roles, within their own business and others in the digital/IT profession.</p> <p>The impact of their involvement is clear and may include their mentee/coachee:</p> <ul style="list-style-type: none"> • Gaining a promotion to a C-Suite position. • Setting up a new business or business unit. • Gaining an award or public recognition. • Providing consultancy to other organisations or government. • Leading on the development of business strategy or new business. 	<p>They have mentored or coached multiple individuals, either within their own business or others in the digital/IT profession.</p> <p>The impact of their involvement is clear and may include their mentee/coachee:</p> <ul style="list-style-type: none"> • Gaining a promotion to a senior executive role. • Gaining an award or public recognition. • Developing and gaining recognition for their specialist knowledge. • Becoming a mentor/coach for others. • Leading on significant projects or pieces of work across the business. 	<p>They have mentored/coached few people or the impact of their support is unclear. Evidence of how and what they supported others in has not been provided or the topics are not relevant to digital/IT.</p>
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<p>Sustainability – social or environmental</p>	<p>They have strong knowledge of the impact digital/IT has on social or environmental sustainability. They are publicly known for their contributions to the use of IT/digital to positively impact social or environmental sustainability, through their involvement in one of the following:</p> <ul style="list-style-type: none"> • Policy development. • Public speaking or writing. • Grassroots/outreach activities. • Projects focused on sustainable practice within the digital/IT profession or across sectors. <p>They have led on national/international initiatives to champion change on the use of IT/digital to positively impact social or environmental sustainability on a large scale. The impact of their work is clearly evidenced.</p>	<p>They understand the impact digital/IT has on social or environmental sustainability. They have led on initiatives to champion change on the use of IT/digital to positively impact social or environmental sustainability within their business or externally, through involvement in one of the following:</p> <ul style="list-style-type: none"> • Policy development. • Public speaking or writing. • Grassroots/outreach activities. • Projects focused on digital/IT sustainable practice within their business. <p>The impact of their work is clearly evidenced.</p>	<p>Their understanding of the role digital/IT plays or can play in social or environmental sustainability is weak or unclear. The initiatives they have worked on are not led by or initiated by them. The initiatives are not related to or have had limited impact on the use of IT/digital to impact social/environmental sustainability. How the initiative was implemented or championed, and its impact is unclear.</p>
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<p>Outreach</p>	<p>They have held an influential role within a digital/IT-related charity, leading on initiatives to change the perception and usage of digital/IT in local communities for the benefit of society.</p> <p>Their work has impacted digital/IT skill development across more than one demographic.</p> <p>They are publicly known for their contributions to the digital/IT profession at community level. The impact of their work is clear.</p>	<p>They have held an influential or ambassador-like role at the grassroots level or within a charity, leading on an initiative to change the perception and usage of digital/IT in local communities for the benefit of society.</p> <p>Their work has impacted digital/IT skill development across one specific demographic. The impact of their work is clear.</p>	<p>They are not involved in the work of a charity or grassroots-level activities/initiatives that relate to digital/IT. How their work benefits society from a digital/IT perspective is unclear.</p>
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Standing in the community

Standing in the community focuses on how the applicant is viewed within the information technology profession.

		Level of competence evidenced		
FBCS Criteria	Above	Met	Insufficient evidence	
Awards	<p>They have all the following:</p> <ul style="list-style-type: none"> • A Fellow membership of another institution. • A nationally recognised IT/digital related award for their personal work (either for a single event or career long). • Chartered status with BCS or another institution relevant to their field of expertise. <p>A record of these achievements is publicly available. Clear evidence presented on how this has supported their career.</p>	<p>They have one of the following:</p> <ul style="list-style-type: none"> • A Fellow membership of another institution. • A nationally recognised IT/Digital related award for their personal work (either for a single event or career long). • Chartered status with BCS or another institution relevant to their field of expertise. <p>A record of these achievements is publicly available. Clear evidence presented on how this has supported their career.</p>	<p>They are not a Fellow of a membership institution, they have not received an award that is recognised beyond the business they work in, and they do not hold chartership with BCS or another institution. The impact of the award has had on their practice is unclear.</p>	

<p>Governance</p>	<p>They are the Chair of a governing board or committee in their business, another membership institution, or other body relevant to their field of expertise.</p> <p>Evidence of their membership of said board/committee is publicly available. How they have used this role to impact the IT/digital profession is clear.</p>	<p>They are a member of a governing board or committee in their business, another membership institution, or other body relevant to their field of expertise.</p> <p>How they have used this role to impact the IT/digital profession within their business or beyond is clear.</p>	<p>The board or committee they are part of does not have a governance focus. It is unclear how they have used their role to influence or impact the digital/IT profession, either at an organisational level or beyond.</p>
<p>Public influencer</p>	<p>They have all the following:</p> <ul style="list-style-type: none"> • Been a keynote speaker at a well-known external event. • Been on the main organising committee/advisory board of 1+ international conference as a subject matter expert. • Written multiple pieces of content on digital/IT related topics for a well-regarded blog, journal, etc. <p>Evidence of their influence is publicly available through multiple platforms/mediums, whether it is noted on social media, blogs or articles, research papers etc.</p>	<p>They have one of the following:</p> <ul style="list-style-type: none"> • Been a speaker at multiple external events. • Been on the main organising committee/advisory board of 1+ national conference as a subject matter expert. • Written content on digital/IT related topics for a well-regarded blog, journal, etc. <p>Evidence of their influence is publicly available through multiple platforms/mediums, whether it is noted on social media, blogs or articles, research papers etc.</p>	<p>They have only been the speaker at a few unknown events. The articles they have written are either not directly related to IT/digital or have been for unknown blogs, journals etc. Evidence of their influence is not publicly available or is limited.</p>

<p>Assessor</p>	<p>They are all the following:</p> <ul style="list-style-type: none"> • Membership or Chartered registration assessor at BCS or other membership institution/governing body relevant to their field of expertise for 5+ years. • A responsibility for the development of other assessors through mentoring or training. <p>How they have used this role to impact the IT/digital profession is clear.</p>	<p>Membership or Chartered registration assessor at BCS or other membership institution/governing body relevant to their field of expertise for over a year.</p> <p>How they have used this role to impact the IT/digital profession is clear.</p>	<p>They are not an assessor for BCS or other membership institution/governing body or the body is not relevant to their field of expertise. Evidence of their impact as an assessor is unclear.</p>
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