ICT JOB PROFILE
SYSTEM

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CEPIS COUNCIL MEETING
Amsterdam – 25 November 2016
EXECUTIVE SUMMARY

PROFESSIONAL SYSTEM

ICT Professional System was affected by obsolescence and it was not perfectly in line with business needs.

WHAT TO DO

It is mandatory to put in place change management initiatives and upgrade our system to market standards.

RESULTS

New ICT Job Role System based on international competencies model and able to leverage organizational change.
Competency Model and Job Profile can easily enable an integrated approach to HR development and management strategy

**PEOPLE**
- Define company profiles model by setting target competency for each professional role
- Communicate *people value proposition* in terms of key competencies (excellence required)
- Give professional identity to people, both as a worker and as a community member

**COMPANY**
- Company Know-how Management by Skill Inventory
- Training and development strategy and plans
- Alignment between business scenario and company competencies
- Job Profiles qualification and certification
Optimizing organizational efficacy and efficiency
«Right Person at the right place»

Increasing market recognition of company job profiles

Developing centers of competency and excellence “academy” in order to have learning and knowledge transfer savings
SCOPE, OBJECTIVES & METHODOLOGY

- Needs, company past projects assessment (i.e. EUCIP)
- Selection of relevant competency framework
- Knowledge Transfer approach and internal project sharing

START UP & AWARENESS

- Set up a joint HR and ICT Dept. work group
- Awareness: 1 day of training on e-CF to HR and ICT dept. stakeholders
- Scope and methodology Sharing

KNOWLEDGE TRANSFER

- Specific training session on e-CF and e-CF plus for 5 days to the work group (HR and ICT)
**DELIVERY PATH (2/2)**

**BUILDING**

- New Job Profile definition made by HR/ICT work group (8 days workshops in 2 months - elapsed time)

**SHARING**

- Presentation and sharing of the output to the Poste Italiane Group ICT Head

**COMMUNICATION**

- Kick off event with all ICT managers, attending e-CF PM, AICA and company top managers.
ICT JOB PROFILES
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DELIVERABLE

Handbook

Job Role description
Correlation Matrix
Profile Positioning
Development Path
Skill Mapping
DEPLOYMENT ICT PROFILE SYSTEM

Kick Off
June 6th 2015

In house training
Target: executives and middle management (80)

Pilot Phase
Procurement and setting up of skill mapping tool
Beta Test on 20 ICT users

Manager training

September

October

Self skill mapping
ICT MANAGERS and video supports for all ICT personnel

Engagement Phase

Consolidation

November

Analysis & reporting

Change management initiatives
(development, training, etc.)

Made by resource coordinators

All the project phases have been supported by HR/ICT work group

DEPLOYMENT ICT PROFILE SYSTEM
SKILL MAPPING: TARGET

number of people involved

- Posteitaliane: 1,530
- Postecom: 177
- Poste: 150
SKILL MAPPING
THE PROCESS

STEP 01 Preparation
STEP 02 Self skill mapping
STEP 03 Review

96% of the target made mapping
98% of whom made mapping accepted the results
Recruitment and job rotation

Development politics and plans

Training paths for specific job profiles

Procurement

Continuos improvement
JOINT WORK GROUP

Amodio Daniele
SI/Esercizio

Angelucci Nicola
SI/Sicurezza delle Informazioni

Cantatore Vincenzo
SI/Govance

Ciocchetti Paolo
SI/Competence Center PA e Corporate

D’Addesio Letizia
SI/Comp. Center Posta, Comunicazione Logistica/Sist. Mobili e a Val. Aggiunto

Gentile Francesco
SI/Gestione Sistemi Distribuiti

La Scala Lucia
SI/Competence Center Finanziario

Marangoni Simonetta
RUOS/Organizzazione e Processi

Rismondo Laura
SI/Competence Center UP

Tocchi Michela
RUOS/Sviluppo, Compensation e Change management

Vairo Angelo
RUOS/Organizzazione e Processi RUOS/Corporate University

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RUOS/Organizzazione e Processi

Sergio Ruffini
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THANKS

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