# Board Based Certification

## Professional and Distinguished Levels

iasaglobal.org

**IASA**
An Association for All BT Architects

**26** — **Global Chapters**

**80,000** — **Architects** in our network

**#1** — **Resource** for Business Technology Architects

# Iasa Certifications

## CITA-F
## FOUNDATION

Outline:
- Duration 5 days course
- 1-3+ years of architect experience
- teaches common concepts and skills
- workable & reusable methods

Minimum Competency:
- deliver solutions that can be operated, maintained and retired

## CITA-A
## ASSOCIATE

Outline:
- Duration 3-5 days course
- 3-5+ years of architect experience
- depth training in specialisation
- EA vs Specialist tracks

Minimum Competency:
- can drive architectural input & alignment during development

## CITA-P
## PROFESSIONAL

Outline:
- 5-9+ years of architect experience
- experience evidence based
- high competency rating across pillars, some pillar variance
- some leadership contribution
- detailed board review process
- tailored mentoring and coaching program

Minimum Competency:
- provides input to business cases
- drives architecture creation & validation

## CITA-D
## DISTINGUISHED

Outline:
- 9+ years of architect experience
- high competency rating across ALL pillars, some competency variance.
- strong leadership contribution
- detailed board review process
- tailored mentoring and coaching program

Minimum Competency:
- leads business strategy

## IASA
## FELLOW

Outline:
- distinguished career in architecture
- thought leader in the field

Process:
- proposed by IASA CITA-D Community for contribution to the profession

# What Is It?

Certified IT Architect Professional (CITA-P/CITA-D) is a deliberate and disciplined approach to assure consistent validation of **proficiency** and **experience** of practicing IT architects.

It is based on a defined set of principles, models, disciplines, concepts, guidelines, and proven practices developed by **industry leaders** and **members** of IASA Global.

The professional architect has reached the degree of skill necessary to deal with the vast majority of architecture opportunities.

They have taken the learnings acquired through years of practice and honed their skills in a variety of ways. They have worked with mentors to achieve a significant level of sophistication within their specialization.

**The certification through board review is an independent assessment of your skills and experience and endorsement by your peers!**

**Your are certified in your chosen area of specialisation e.g. Business, Infrastructure, Software, Solution, Information.**

# Certified Against Chosen Specialisation

**SOFTWARE ARCHITECTURE**
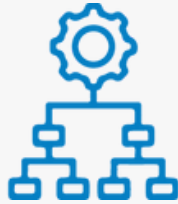
**INFRASTRUTURE ARCHITECTURE**

**INFORMATION ARCHITECTURE**

**BUSINESS ARCHITECTURE**

**SOLUTION ARCHITECTURE**

Please refer to IASA BTABOK for definitive Competency Model for each of the specialisations.

# And The Core Pillars

**BUSINESS TECHNOLOGY STRATEGY**

**HUMAN DYNAMICS**

**QUALITY ATTRIBUTES**

**DESIGN SKILLS**

**IT ENVIRONMENT**

Please refer to IASA BTABOK for definitive Competency Model for each of the pillars.

# Why is it important?

The CITA Career Path and Certifications are deeply valuable to employers and individuals setting an industry currency for architects on both the supply and demand sides.

CITA-P/D is increasingly used in job descriptions, roles and internal career paths to not only clearly define the role of the architect and their competencies but differentiate **good** from **great**.

The certification is a highly credible bar of achievement which is both experienced and peer review based rather than exam, technology/product or framework focused.

The certification is underlying to the Global Chief Architect Forum and key partners in the Industry e.g. WVE Business Technology Strategy (wve.digital)

The support for the certification extends globally not only in the private sector but public sector, from Singapore government certification to Irish government education and certification programmes.

Ultimately, being certified is a key tenant of any mature profession, including Architecture.

# WVE CITA-D's

## Dennis Mulder - CITA-D

**Co-Founder & CEO**
**WVE Business Technology Strategy**

"Being a strong believer of the fact that IT Architecture is a profession and should be recognized as such I went through the experience of becoming a CITA-P.
The process itself made me a better architect, in particular in the non-technical areas like business aspects."

**Brice Ominski**

**Jim Wilt**

**Ed Salmon**

**David Jones**

**Laudon Williams**
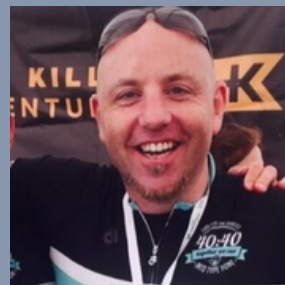
**Gar Mac Críosta**

# Board Process Overview

Board date confirmed within 4 weeks

Register Interest

Coach Confirmed

Confirmation of Readiness

Document Set Available*

Board Date Confirmed

Results

Find Suitable Coach

Coaching 2-6 sessions

Board Date Request

Panel Confirmed

Board Panel Review

**Detailed Candidate Feedback**

Acceptance to start of coaching: 2 weeks
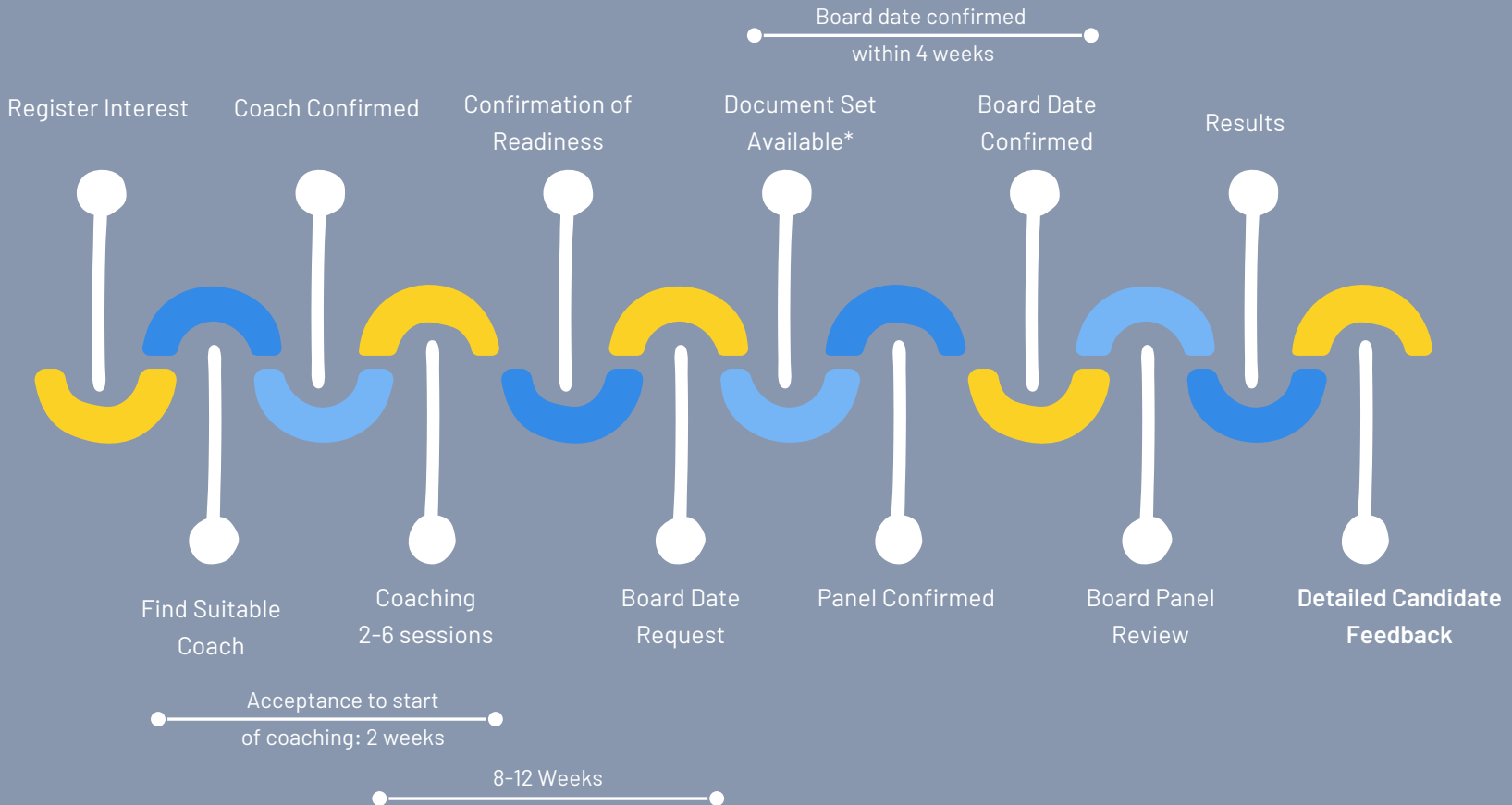
8-12 Weeks

**\*Application submission deadline, min two weeks prior to scheduled board to allow sufficient reading time.**

# Preparing

40-80
hours

8-12
weeks (avg.)

1
coach

Although not essential, it is highly recommended (based on feedback from coaches, candidates and board panels) that candidates take the CITA-F course and certification prior to preparation stage.

# Candidate Application Pack

Resume

Self-Assessment

Candidate Proficiency Document *(including specialisation)\**

Presentation*

Candidate Experience Document*

Coach Supporting Narrative*

*Templates available on Chronus.*

*Submit Pack **here***

# Getting Started

1. Contact members of the CITA -P/D community to discuss interest
2. Complete self-assessment **here**
3. Register with Iasa Global *(link TBC)*
4. Receive request for payment and invitation to register on Chronus (*"Join as candidate"*)
5. Select the coach from the global list. ***Choose a coach that can support you through your chosen specialisation and is a mutual good fit.***
6. Coach should respond within 3 working days if available
7. Coach and candidate arrange initial meeting to discuss fit and readiness
8. Coach and candidate update Chronus regularly  as they go through the process

*the Iasa Global team are here to support you getting started education@iasaoffice.org*

# Board Review

## Panel

The board is made up of at least 3 certified architects (4 for CITA-D) (*covering the specialisations being presented by candidates*) and a moderator. Where possible the panel has international representation also. The moderator ensures the review process is followed thoroughly, consistently, fairly, on time and consolidates feedback for final write-up.

## Process

Two hour session (online or on-site) per candidate and consists of:

- 30 minute uninterrupted presentation given by the candidate;
- 40 minute Q&A session largely based on presentation;
- 10 minute break by candidate; panel prep for final Q&A;
- 40 minute final Q&A session, targeted questioning on anything from application pack or areas to go deeper/clarify further.

Once candidate has left, the panel will compare notes, deliberate and come to a consensus on the assessment and designation. The candidate's coach (on standby by phone) may be contacted if there is any clarifications required.

*The same process is followed for CITA-P and CITA-D. However, at least one panel member **must** be CITA-D in order to assess/conclude the candidate is at CITA-D level.*

## Decision

A decision (pass, fail, reapply) is conveyed by IASA within 48 hours of the review board with detailed write-up (within 7 business day). Successful applicants will receive certification and badge within 7 business days.

# Assessment

Each panel member assesses a candidate against three perspectives, Pillar Competencies (foundation pillars and specialisation), Professional Leadership and Ethics and Authority. Assessment can only be based on evidence demonstrated during the board interview and the candidate application pack.

Each competency is rated independently by panel members, 0 pre-architect level, 1 foundational, 2 Advanced/Associate, 3 professional, 4 distinguished understanding. Each panel member may be allocated a pillar in the first round of questioning. **The most appropriate panel member will also review the candidate against the chosen specialisation competency list.**

Contribution to the profession primarily based on the leadership displayed with a) clients, b) industry and c) Iasa professionals.

Essential that architects be above reproach in professional ethics and application of professional authority. Key indicators looking for a) demonstration of a commitment to accurate information sharing and decisions (anti-hype), b) credible history of employment, c) credible evidence of ethical decisioning, and d) a commitment to professional excellence in the face of power.

# CITA-P or CITA-D?

The CITA-Professional designation requires that at least 4 pillars 'average' to the professional level. One pillar may be missing or significantly below professional level. This is to compensate for the fact that the industry does not allow technical architects focus on business nor the other way around. Thus it is acceptable to serve as a professional architect with 1 fully limited pillar and 1 lower than average. We call this **pillar variance.**

The CITA-Distinguished allows only for **competency variance**. That is all pillars must present at a distinguished level but some competencies may be slightly below average. This is to recognize that is almost impossible to be a 4 at all competencies.

Ones specialisation will impact the relative strength of the 'base' pillars. Business architects may end up stronger in BTS and weaker in IT environment due to their focus and the reverse for software architects. It up to the board to determine whether that focus has taken the candidate out of the level of architect all together.

**There is considerable emphasis/weight on Professional leadership.**

The board members discuss their individual assessment rating and comments, deliberate sufficient evidence to award CITA-D over CITA-P and come to a consensus of the overall result and key areas of feedback.

# Tips & Tricks

# Board Etiquette

**Board Core Principles**

- Nurture Professionalism
- Open and Respectful Communications
- Fair and Objective Assessment
- Assess Against the Performance Bar
- Support Equal Opportunity

**What are the board looking for?**

For each capability they want to establish that the candidate:
- Knows what it is
- Knows how to apply it
- Has applied it

**For consistency candidates should articulate using the IASA BTABOK language.**

The IASA definition of architecture is: The ART & SCIENCE of DESIGNING & DELIVERING VALUABLE technology strategies.

Remember to clearly articulate the value as measured by your stakeholders.

# Board Questioning

**Style**

- The board process can feel quite direct.
- Each board member has a 10 minute slot to question you directly. This is both based on your submitted documentation and also on your presentation.
- When a board member is satisfied with the answer they have received they will move on (even if you aren't happy with the answer you have given)

**Question Types**

- Tell me about.....
- Explain your role in....
- What were the trade-offs you made....
- How did you select & why did you select.....
- How would you deal with......

# You are the hero in this story!

- Remember that this is a 'story' of **your** experience.
- Tell the story, engage the audience
- Highlight the dramas – successes, failures, conflicts, resolutions

**The expert trap**

- Many a candidate has fallen into the trap of professing expertise in a particular area. A board member with potentially more expertise may draw out the candidate and down the rabbit hole we go.
- Avoid the expert trap! Unless you are the expert!

# There is no time for WE, it's ME

- The CITAP process is all about what you as an individual have done and achieved.
- The bias towards team and we is strong, the process is designed to reveal your experience and skill
- Many candidates have struggled to disentangle their contribution from their teams resulting in strong challenges from the board
- "What did you do?"

# Mind your time

- Everything is strictly timeboxed. Once your 30 mins are up for the presentation the moderator will move on to Q&A whether or not your presentation is finished.
- Time your presentation, rehearse and make sure it all fits.

# Know your weaknesses

It's as important to show an awareness of your weaknesses as it is to highlight your strengths
- Where are your blindspots?
- Where do you lack experience?
- What are you planning to do about them?
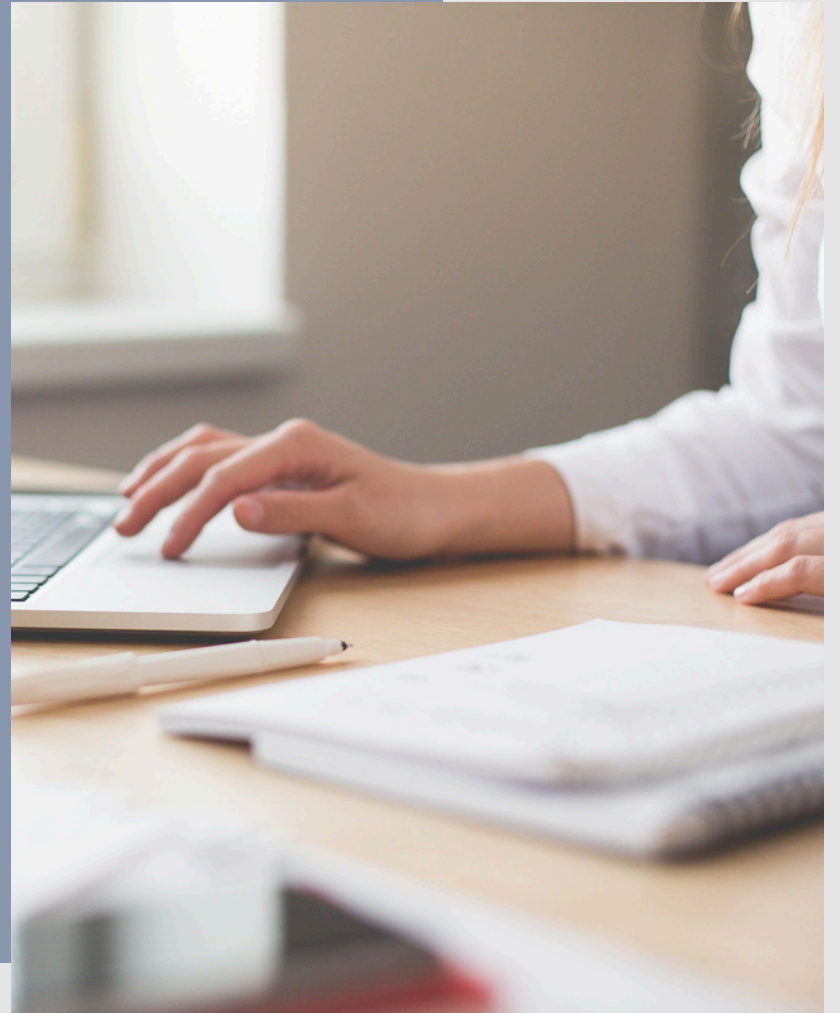
# CONTACT US

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