

SFIA 9 Skills Mapping Matrix

Software-Ingenieur:in (S1-S5) | swissICT Rollen der ICT | e-CF 4.0

The ASE Coaching Program (FL through PL) develops 11 of 11 SFIA 9 software engineering skills across levels L2-L5, covering the full progression from Professional to Senior-Expert in 4 years. It is the only developer coaching program with this mapping.

Program Progression

ASE Level	Duration	SFIA Levels	Rollen der ICT	e-CF	Key Outcome
(JL) Jumpstart†	12 weeks	L1 → L2	S1 (Junior)	e-1	Git, IDE, basics, first tests, MVC design intro
Foundation (FL)	1 year	L2 → L3	S1-S2	e-1 → e-2	Clean code, COC, SOLID, test-first discipline
Competent (CL)	1 year	L3 → L4	S2-S3	e-2 → e-3	Smell detection, refactoring, design patterns, performance profiling
Advanced (AL)	1 year	L4	S3-S4	e-3	TDD mastery (3 styles), legacy code, observability, architecture
Practitioner (PL)	1 year	L4 → L5	S4-S5	e-3 → e-4	Systems thinking, Design by Coding, teaching, mastery synthesis

† (JL) Optional entry program for developers who need to strengthen fundamentals before FL. The core coaching program runs from Foundation (FL) through Practitioner (PL).

SFIA 9 Skills Coverage by Level

Code	SFIA 9 Skill	JL	FL	CL	AL	PL
PROG	Programming	L1-L2	L2	L3	L4	L5
SWDN	Software Design	L1	L2	L3	L4	L5
TEST	Functional Testing	L1	L2	L3	L4	L5
NFTS	Non-Functional Testing	-	-	L3	L4	-
ARCH	Solution Architecture*	-	-	-	L4	L5
SFMD	Software Maintenance	-	-	L3	L4	L5
CFMG	Config. Management	L1-L2	-	L2-L3	-	-
REQM	Requirements Definition	L1	L2	-	L3	-
SINT	Systems Integration	-	-	-	L3-L4	L4
SCTY	Information Security	-	L2	L3	L4	-
RELM	Release & Deployment	-	-	-	-	L2

* ARCH: ISAQB CPSA-FL recommended during FL year (architecture vocabulary). ASE deepens through craft (L4-L5).

swissICT Rollen der ICT: Software-Ingenieur:in

Software Engineering	4/4	Kommunikation	3/4
Gestaltung und Problemlösung	4/4	Informationssicherheit	3/4
Qualitätsmanagement	4/4	Soziale Kompetenzen	3/4
Architekturen	4/4	Business- und Req. Eng.	2/4
Methodenkompetenz	3/4	Risikomanagement	1/4
Selbstmanagement	3/4	Personalführung	1/4
Abstraktionsvermögen	3/4	Projektmanagement	1/4
Umgang mit Komplexität	3/4		

13 of 15 areas at 3+/4. Remaining 2 (Personalführung, Projektmanagement) deliberately out of scope.

What Sets ASE Apart

Behavioural Engineering

SFIA describes what skills look like. ASE develops how people acquire them through 4 years of deliberate practice, katas, and 150+ Key Behavioural Indicators (Brissoni).

Knowledge + Competency

ASE delivers knowledge through guided practice and confirms competency through certification at each level. 185 mapped tasks with SFIA codes and Brissoni mechanisms.

e-CF Aligned

Maps to European e-Competence Framework e-1 through e-4. Covers B.1-B.6 (BUILD) plus A.5/A.6 (Architecture/Design). Free, no licence required.