

# e-CF within Informatics services management course – example of hiring process

e-CF User Support TELE-WORKSHOP on 29  
April 2020, EUROPE

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Informatics  
Services  
Management



Obligatory course at undergraduate study programme in  
Information and Business System

~200 students per academic year

Course structure: lectures and laboratory exercises  
during 15 weeks

Course aim: to introduce students to all aspects of IT  
management, including market analysis, service  
prototyping, financial management, time management,  
human resource management, customer relationship...

Simulation of real working environment: students work in  
team of 4 – each team represents a virtual IT company  
developing a new IT service

# LEARNING OUTCOMES

based on e-CF

For each week of laboratory exercises, student activities were related to e-competencies (both skills and knowledge)

Week	Student activities / tasks	Learning outcomes description	e-CF 3.0.
Week 1	Developing new IT service	Understand the impact of new technologies on business	A.1.S8
		Understand the business benefits of new technologies and how this can add value and provide competitive advantage (consider knowledge related to existing and emerging technologies and market applications )	A.1.S9 A.7.K1 A.9.K1
		Is familiar with user interface design principles and mobile technologies	A.6.K4 A.6.K8
Week 2	Service catalogue production	Define the communication plan; identify key users and create related documentation	A.4.S2
	Mision, vision and goals definition	Knows basic business strategy concepts	A.1.K4
	Target group definition	Is able to identify and analyse long term user/ customer needs	A.1.S3
		Can recognize the present and future market size and needs	A.3.K2
		Is able to identify all potential targets for the product or service	A.4.S1
		Understands business needs, organisational processes and structure	D.11.K2 D.11.K3
		Is familiar with customer need analysis techniques	D.11.K4
Is able to analyse customer requirements	D.11.S2		

# Introducing students to e-CF

An example of hiring process

## Introducing e-CF

- During the lectures, students are introduced to **e-CF purpose and structure**

## Preparing job ad

- During laboratory exercises student work in teams of 4
- Each team represents a virtual IT company
- Each company has to prepare a job ad for one of the **ICT Profiles**

## Ad publishing

- Job ads needs to contain **e-competencies** with a reference to e-CF
- Students publish their job ads at course Moodle platform so all student can see it

## Motivational letter preparation

- Each student choose one of the published job ad and prepares a motivational letter for it
- In motivational letter, students needs to refer to their **possession of e-competencies**, as required in job ad

## Applicants' evaluation

- In the final step, each team has to evaluate motivational letters for their job ad and **select the most suitable candidate** for a certain position

# An example of student job ad using the e-CF

Job title	<p><b>Junior Developer</b></p> <p>responsible for managing both back-end and front-end technologies. Understanding of the entire web development process, including design, development, and deployment is preferred.</p>
Company name	Company XY, Pavlinska 2, 42000 Varaždin
Type of employment	Student contract - final year undergraduate / graduate students
Mode	Flexible working hours, work from home
Job description	Designing and developing new IT solutions and implementing them into existing systems; Responsible for the development of custom applications using C++, C# and Java; Perform solution testing of configurations and customizations
Main tasks	<ul style="list-style-type: none"> <li>• Developing and integrating components</li> <li>• Defining and solving problems</li> <li>• Application design and development</li> <li>• Keeping records</li> <li>• Component and system testing</li> </ul>
Conditions for applying for the competition	<p>BA Degree in Computer Science or related field or equivalent experience</p> <p>Knowledge of the following languages : C#, C++, Java, HTML</p> <p>Experience in working with SQL databases</p>
According to ECF 3.0	<p>A.6. <a href="#">Application Design</a></p> <p>B.1. <a href="#">Application Development</a></p> <p>B.2. <a href="#">Component Integration</a></p> <p>B.3. <a href="#">Testing</a></p> <p>B.4. <a href="#">Solution Deployment</a></p> <p>B.5. <a href="#">Documentation Production</a></p> <p>C.4 <a href="#">Problem Management</a></p> <p>E.5 <a href="#">Process Improvement</a></p>
What we offer	Learning ability, flexible working hours, a motivating and comfortable work environment, an experienced mentor, team buildings & fun activities
Application method and deadline	<p>Motivation letter written in Croatian language should be sent to companyXY@gmail.com.</p> <p>The application deadline is 1.4.2020.</p> <p>Feel free to contact us for any additional information.</p>

# Facing challenges

in introducing e-CF to students

## CHALLENGE 1

- A limited number of lecture/exercises to spend on this topic, comparing to the comprehensiveness of e-CF

## CHALLENGE 2

- Third year students with no practical experience had difficulties to completely understand ICT Profiles and related competences as defined in eCF

## CHALLENGE 3

- In Croatia, there is still no evident usage of standardized description of particular ICT jobs/profiles (i.e. based on eCF)

# Added value in summary

in using e-CF with IT students

## VALUE 1

- Students are introduced to the ICT profiles, which gave them an insight into the IT labour market and their potential position in the future

## VALUE 2

- It helps students to think about their future career in ICT profession, as they can see which are the main tasks, knowledge and skills required for a certain ICT profile

## VALUE 3

- eCF enables students to self-assess their own competency level and prepare some kind of their career development plan

# Current work

on e-CF and ICT Profiles usage at FOI

STUDENT  
SUPPORT AND  
CAREER  
DEVELOPMENT  
CENTRE



- ICT Professional Profiles will be included in [alumni survey](#)
  - > alumni will be asked to indicate their current position by choosing among 30 ICT Profiles
- A [booklet for FOI](#) students will be based on ICT Profiles
  - > aimed at helping them to think about their future career in IT sector and choosing a right internship placement





# THANK YOU FOR YOUR ATTENTION

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