The AI and digital transformation competency framework

1. Digital Planning and Design
   - Problem identification and solutions: Identify problems in which digital technology might be part of the solution.
   - Systems thinking: Understand how problems are connected in systems.
   - Strategic foresight: Anticipate problems and unexpected circumstances.
   - Agile strategy: Ability to plan initiatives while remaining flexible and adapting to unexpected circumstances.

2. Data Use and Governance
   - Digital literacy: Understand emerging digital technology and its applications.
   - Data-driven decision-making: Mine, analyze, and use data in the decision-making process of public policies.
   - Open data and open government: Capacity to effectively create and use open data.
   - Privacy and security: Knowledge of potential breaches and how they affect government and society.
   - Legal, regulatory and ethical frameworks: Capacity to adapt and change existing legislation to emerging technologies. If needed, create tech-friendly legislation.

3. Digital Management and Execution
   - People-centricity: Ability to take into high consideration the user experience and needs on digital public policies and technologies (users being both citizens, companies, and public servants).
   - Iteration: Learn and accept mistakes as part of the digital project cycle.
   - Agile execution: Capacity to formulate technical, logistic, and strategic requirements for public digital projects and execute them (including agile procurement).
   - Digital leadership: Ability to develop a vision for digital.

Competency areas and skills

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<thead>
<tr>
<th>Competency Area</th>
<th>Proficiency Level</th>
<th>Attitudes</th>
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<tbody>
<tr>
<td>1. Digital Planning and Design</td>
<td>Basic</td>
<td>Trust</td>
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<tr>
<td>Digital Planning and Design</td>
<td>Medium</td>
<td>Creativity</td>
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<tr>
<td>Problem identification and solutions</td>
<td>Medium</td>
<td>Adaptability</td>
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<tr>
<td>Systems thinking</td>
<td>Advanced</td>
<td>Curiosity</td>
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<td>Strategic foresight</td>
<td>Advanced</td>
<td>Experimentation</td>
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<td>Agile strategy</td>
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Proficiency:
- Understand the complexity and interconnectedness of problems.
- Take a holistic and long-term view and use simple tools to anticipate, identify, and solve complex problems.
- Master approaches, tools, and methods to anticipate, identify, and solve complex problems.

Attitudes:
- Trust
- Creativity
- Adaptability
- Curiosity
- Experimentation