



Job

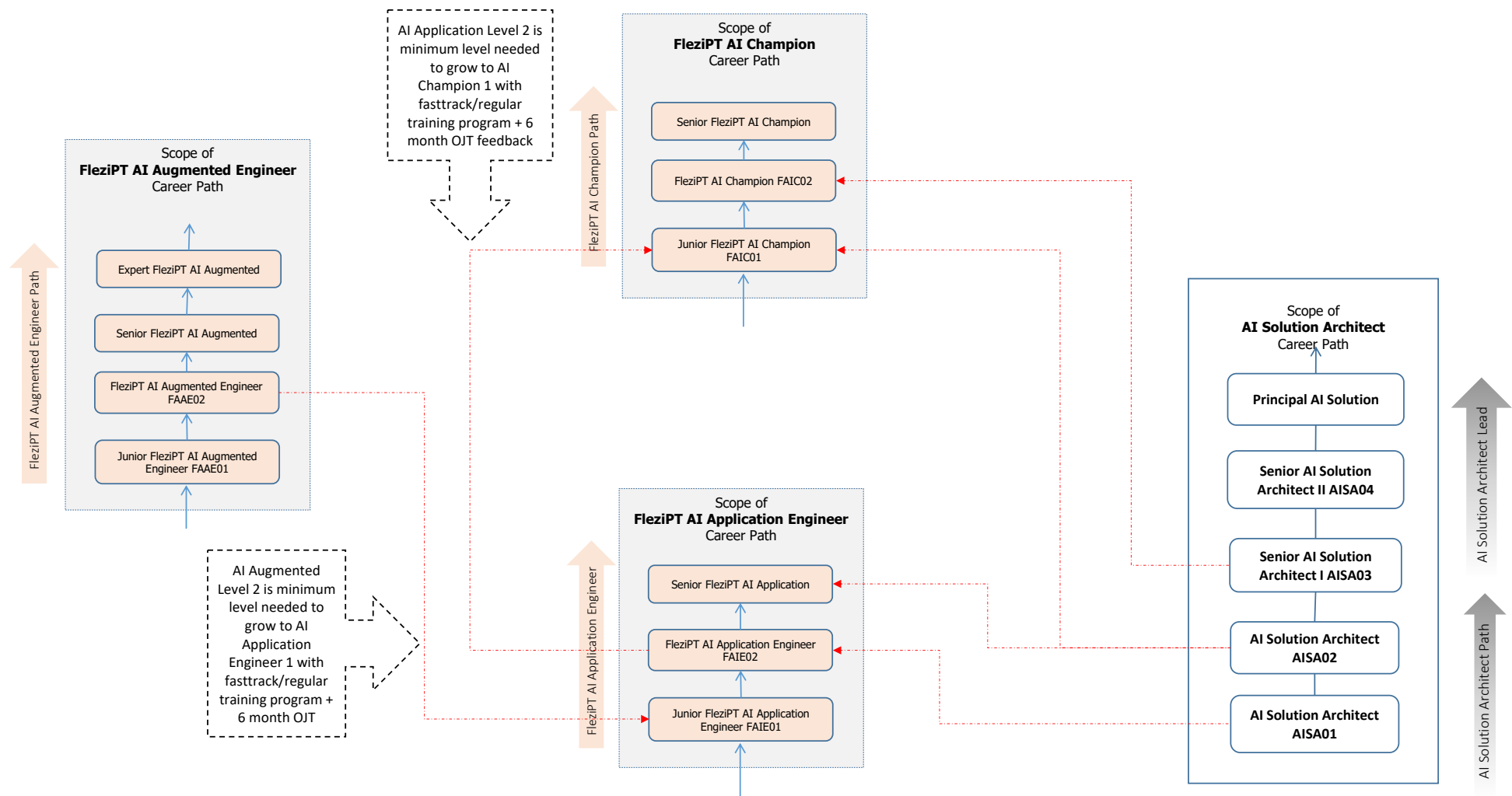
FleziPT AI Champion (Solution Delivery) FAIC

Document Code	XXX-CV/HR/HDCV/FSOFT
Version	1.0
Effect Date	15-Apr-2026

[Models](#)

FleziPT AI Champion (Solution Delivery) Role				Competency Model
The Competency-Based JD Components and Weight				
FleziPT AI Champion (Solution Delivery) - Professional Skills and Commercial Impacts	Description	Code	#	100%
Thought Leadership & Ecosystem Influence	Building and sustaining AI influence through research outputs, publications, and whitepapers, reinforced by public whitepapers, conference presentations, and keynote sessions.	FAIC1	1	30%
Solutioning & Architecture Leadership	Directly - Transform software delivery process and make AI-Driven SDLC to go live - Build new AI-Driven Services or Intelligent digital solutions that leverage machine learning and automation to deliver smarter, faster, and more personalized outcomes. - Outcome will be productivity, quality, strengthen our delivery capabilities, protect jobs, Transform ODC-> ODC+, ODC-X	FAIC2	2	40%
Human-Centric Power Skills	Demonstrates the ability to apply critical thinking, problem-solving, an engineering mindset, analytical thinking, system thinking, engineering mindset, developed through gamified and engaging learning approaches, including online games, simulations, and structured offline activities.	FAIC3	3	10%
Commercial Impact (Sales / Pre-Sales)	Driving revenue impact through direct client engagement in sales and pre-sales pursuits, contributing to successful deal wins (at least one market domain (oil & gas, healthcare, retail, supply-chain etc...)).	FAIC4	3	20%

Career Paths



Job Descriptions

All fields are mandatory assessment items. If any item is unsatisfactory, you will not achieve this rank.

FAIC-FleziPT AI Champion (Solution Delivery) Role
Job Framework Description

Assessment Items	Weight %	Explanation of Assessment Items	Junior FleziPT AI Champion (Solution Delivery)	Professional FleziPT AI Champion (Solution Delivery)	Senior FleziPT AI Champion (Solution Delivery)
			FAIC01	FAIC02	FAIC03
FleziPT AI Champion (Solution Delivery) - Professional Skills and Commercial Impacts	100%	AI Champion is required to have some of the professional skills as below	Associate/Junior	Professional	Senior
Thought Leadership & Ecosystem Influence	30%	Building and sustaining AI influence through research outputs, publications, and whitepapers, reinforced by public whitepapers, conference presentations, and keynote sessions.	1: Internal, small impact contributions: At least 2 short posts; 1 internal note; 1 repo contribution; ≥1 template reuse internally	2: Cross-team, public-facing influence: At least 1 long-form; 3–4 short-form; ≥1 public talk/webinar; ≥3 inbound discussions triggered	3: Industry-level credibility + organizational multipliers: ≥1 industry venue acceptance/year; ≥5 internal adoptions of templates; ≥2 mentee publications; ≥5 enterprise inquiries initiated
Solutioning & Architecture Leadership	40%	Directly - Transform software delivery process and make AI-Driven SDLC to go live - Build new AI-Driven Services or Intelligent digital solutions that leverage machine learning and automation to deliver smarter, faster, and more personalized outcomes. - Outcome will be productivity, quality, strengthen our delivery capabilities, protect jobs, Transform ODC-> ODC+, ODC-X	1: Completes discovery within 2–3 weeks; drafts an evaluation plan; delivers a prototype that meets baseline SLOs (Service Level Objectives); and receives positive technical-stakeholder feedback (≥7/10).	2: Delivers time-to-pilot within ≤ 8 weeks; meets latency, cost, and hallucination targets; and attains ≥60% conversion from AI POC (Proof of Concept) to Phase-2.	3: Achieves ≥70% AI pilot-to-scale success; drives ≥40% AI component reuse across accounts; maintains sponsor NPS (Net Promoter Score) ≥ 8/10; and materially reduces total cost or cycle time (≥15%).
Human-Centric Power Skills	10%	Demonstrates the ability to apply critical thinking, problem-solving, an engineering mindset, analytical thinking, system thinking, engineering mindset, developed through gamified and engaging learning approaches, including online games, simulations, and structured offline activities.	2: Needs guidance to communicate clearly, collaborate well, or navigate interpersonal challenges, critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.	3: Able to communicate and collaborate in typical work situations but may require support in complex or high-pressure scenarios, critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.	4: Professional - Communicates effectively, collaborates respectfully, and contributes positively to team culture, critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.
Commercial Impact (Sales / Pre-Sales)	20%	Driving revenue impact through direct client engagement in sales and pre-sales pursuits, contributing to successful deal wins (at least one market domain (oil & gas, healthcare, retail, supply-chain etc...)).	1: Supports ≥3 AI-related pursuits; contributes to ≥1 AI POC (Proof of Concept); delivers proposal content that passes internal quality review; and receives positive feedback from SE (Sales Engineer)/AE (Account Executive) stakeholders.	2: Maintains ≥35% win rate on qualified pursuits; achieves ≥60% conversion from AI POC (Proof of Concept) to SOW (Statement of Work); influences ≥\$1–3M in pipeline; and reduces sales cycle duration by ≥10–15%.	3: Initiates ≥1 multi-year program per quarter; drives ≥25% account expansion within 6 months; influences ≥\$3–5M in pipeline; and contributes to uplift in organizational win rate.

Roles & Responsibilities

FleziPT AI Champion (Solution Delivery)	Activities to Be Completed		
	Roles and Responsibilities	Scope of Work (Technical Practices)	Key Behaviors & Competencies
	Focus on Consulting/Design/Sales/Pre-Sales/Influence Revenue - Building and maintaining AI influence using research/publications/whitepapers (20% weight), - Directly solutioning/architecting/guiding AI solution for customers (30% weight) - Must be taught human skills in gamified, engaging way - online games/simulations + offline activities (10% weight) - Influencing revenue with direct client engagement in sales/pre-sales wins (40%) - Calculating deal participation, win ratio, revenue impact size (min 1 million USD+)	Your primary technical objective is to deliver functional AI Champion with high velocity. 1) AI Tooling & Workflow Enablement - Curate and evaluate AI tools (copilots, LLMs, GPTs, agents, RPA/low-code) for team use. - Build reusable prompt libraries, task templates, and automation snippets. - Set up end-to-end AI-enhanced workflows (e.g., draft → review → validate → publish). - Create quick-start guides, FAQ, "how-to" clips, and onboarding kits. 2) Use Case Discovery & Solutioning - Run discovery sessions and "day-in-the-life" analyses to identify high-impact AI use cases. - Convert pain points into solution sketches (process, tools, data, constraints). - Pilot quick wins; create before/after baselines; document adoption steps & risks. 3) Integration & Automation - Configure no-code/low-code AI workflows; optionally script light automations (Python/JS). - Connect LLMs to team data (with governance); knowledge bases, RAG, structured prompts.	We are looking for engineers who possess specific "AI Champion" behaviors: - Bias for Enablement: Empowers colleagues; meets them at their skill level; reduces friction to first success. - Outcome Orientation: Frames AI as a means to measurable impact (hours saved, defects reduced, cycle time). - Responsible-by-Default: Advocates accuracy checks, privacy/security, and transparent documentation. - Systematic Experimentation: Designs small experiments, isolates variables, and documents learnings. - Clear Communication: Translates technical concepts into team-relevant value and simple steps. - Collaboration & Influence: Builds coalitions across business, IT, Security, and leadership. - Human skills: Critical Thinking, Problem Solving, Engineering Mindset, Analytic Thinking, System Thinking. - Continuous Learning: Stays current on tools and practices; updates playbooks and training accordingly.

Definitions

Job Family: FlazPT AI Champion (Solution Delivery)				
Job Rank	Code	Job Title		ITM Job Title
FAI	FAIC01	Junior FlazPT AI Champion (Solution Delivery)	Level 1 – Enabled	Chuyên gia AI Champion bậc 1
	FAIC02	Professional FlazPT AI Champion (Solution Delivery)	Level 2 – Practitioner	Chuyên gia AI Champion bậc 2
	FAIC03	Senior FlazPT AI Champion (Solution Delivery)	Level 3 – Advanced Practitioner / Lead	Chuyên gia cấp cao AI Champion

POINTS = LEVEL (selected) * Weight% / MAX Level of Proficiency / 100

CTC: Corporate Training Center

AsaLink: Skills Rankings System

POC: Project Opening Decision

Job: South Center Framework

Reference: SEFOX Ecosystem

Thought Leadership & Ecosystem Influence		Level Label
3	Industry-level credibility + organizational multipliers: ≥1 industry venue acceptance/year; ≥5 internal adoptions of templates; ≥2 mentee publications; ≥5 enterprise inquiries initiated	3: Industry-level credibility + organizational multipliers: ≥1 industry venue acceptance/year; ≥5 internal adoptions of templates; ≥2 mentee publications; ≥5 enterprise inquiries initiated
2	Cross-team, public-facing influence: At least 1 long-form, 3–4 short-form; ≥1 public talk/webinar; ≥3 inbound discussions triggered	2: Cross-team, public-facing influence: At least 1 long-form; 3–4 short-form; ≥1 public talk/webinar; ≥3 inbound discussions triggered
1	Internal, small impact contributions: At least 2 short posts, 1 internal note, 1 repo contribution; ≥1 template reuse internally	1: Internal, small impact contributions: At least 2 short posts, 1 internal note; 1 repo contribution; ≥1 template reuse internally
0	Has no research/publications/whitepapers	0: Has no research/publications/whitepapers

Solutionsing & Architecture Leadership		Level Label
3	Achieves ≥70% AI pilot-to-scale success; drives ≥40% AI component reuse across accounts; maintains sponsor NPS (Net Promoter Score) ≥ 8/10; and materially reduces total cost or cycle time (≥15%).	3: Achieves ≥70% AI pilot-to-scale success; drives ≥40% AI component reuse across accounts; maintains sponsor NPS (Net Promoter Score) ≥ 8/10; and materially reduces total cost or cycle time (≥15%).
2	Delivers time-to-pilot within ≤ 8 weeks; meets latency, cost, and hallucination targets; and attains ≥50% conversion from AI POC (Proof of Concept) to Phase 2.	2: Delivers time-to-pilot within ≤ 8 weeks; meets latency, cost, and hallucination targets; and attains ≥50% conversion from AI POC (Proof of Concept) to Phase 2.
1	Completes discovery within 2–3 weeks; drafts an evaluation plan; delivers a prototype that meets baseline SLOs (Service Level Objectives); and receives positive technical-stakeholder feedback (≥7/10).	1: Completes discovery within 2–3 weeks; drafts an evaluation plan; delivers a prototype that meets baseline SLOs (Service Level Objectives); and receives positive technical-stakeholder feedback (≥7/10).
0	Has no experience solutionsing, architecting, or guiding AI solutions for customers.	0: Has no experience solutionsing, architecting, or guiding AI solutions for customers.

Commercial Impact (Sales / Pre-Sales)		Level Label
3	Initiates ≥1 multi-year program per quarter; drives ≥25% account expansion within 6 months; influences ≥\$3–\$M in pipeline; and contributes to uplift in organizational win rate.	3: Initiates ≥1 multi-year program per quarter; drives ≥25% account expansion within 6 months; influences ≥\$3–\$M in pipeline; and contributes to uplift in organizational win rate.
2	Maintains ≥30% win rate on qualified pursuits; achieves ≥50% conversion from AI POC (Proof of Concept) to SOW (Statement of Work); influences ≥\$1–\$M in pipeline; and reduces sales cycle duration by ≥10–15%.	2: Maintains ≥30% win rate on qualified pursuits; achieves ≥50% conversion from AI POC (Proof of Concept) to SOW (Statement of Work); influences ≥\$1–\$M in pipeline; and reduces sales cycle duration by ≥10–15%.
1	Supports ≥3 AI-related pursuits; contributes to ≥1 AI POC (Proof of Concept); delivers proposal content that passes internal quality review; and receives positive feedback from SE (Sales Engineer)/AE (Account Executive) stakeholders.	1: Supports ≥3 AI-related pursuits; contributes to ≥1 AI POC (Proof of Concept); delivers proposal content that passes internal quality review; and receives positive feedback from SE (Sales Engineer)/AE (Account Executive) stakeholders.
0	Has no participation in supporting sales or pre-sales wins.	0: Has no participation in supporting sales or pre-sales wins.

Human-Centric Power Skills		Level Label
5	Very Professional - Communicates with clarity, diplomacy, and influence; handles complex interpersonal situations with ease; sets the standard for others; critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.	5: Very Professional - Communicates with clarity, diplomacy, and influence; handles complex interpersonal situations with ease; sets the standard for others; critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.
4	Professional - Communicates effectively, collaborates respectfully, and contributes positively to team culture; critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.	4: Professional - Communicates effectively, collaborates respectfully, and contributes positively to team culture; critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.
3	Able to communicate and collaborate in typical work situations but may require support in complex or high-pressure scenarios; critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.	3: Able to communicate and collaborate in typical work situations but may require support in complex or high-pressure scenarios; critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.
2	Needs guidance to communicate clearly, collaborate well, or navigate interpersonal challenges; critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.	2: Needs guidance to communicate clearly, collaborate well, or navigate interpersonal challenges; critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.
1	Needs significant support in communication, collaboration, professional interactions; critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.	1: Needs significant support in communication, collaboration, professional interactions; critical thinking, problem solving, engineering mindset, analytic thinking, system thinking, engineering mindset.
0	Not Required	0: Not Required

RECORD OF CHANGE

No	Effective Date	Version	File Version	Change Description	Reason	Creator	Reviewer	Approver
1	15-Apr-2026	1.0	0.1	Newly Issued	Clone FleziPT AI Champion (Solution Delivery) from FleziPT AI Champion (Business Transformation)	KhangPH	Frank.Bignone, CuongDD	
2	15-Apr-2026	1.0	0.2	Revised	Revised based on comments regarding email [FSA BOD][Flezi AI]IMPORTANT/URGENT - Up date AI JDs & Learning path on 15 April 2026 - This AI Champion to transform our software delivery process, Make AI-Driven SDLC to go live, build new AI-Driven Services (Exp: Lien In Cox, Phong in FHN, Hai build ODC-X,...) ==> Outcome will be productivity, quality, strengthen our delivery capabilities, protect jobs, Transform ODC-> ODC+, ODC-X,..."	KhangPH		
3	16-Apr-2026	1.0	0.4	Update	Updated email: [FSA BOD][Flezi AI]IMPORTANT/URGENT - Up date AI JDs & Learning path required by Prajith Nair on 16 April 2024. - Rename "FleziPT AI Champion" to "FleziPT AI Champion (Business Transformation)" - Updated comments + System thinking: AI Augmented level 2 up + all others level 1 up + Engineering Mindset: AI Augmented level 2 up + all others level 1 up + Problem Solving: Level 1 up for all Updated career path - AI SA1 - AI Application L2 - AI SA2 - AI Application L3/ AI Champions 1 - AI SA3 - AI Champions 2 up	KhangPH		
4	20-Apr-2026	1.0	0.5	Update	Updated email: [FSA BOD][Flezi AI]IMPORTANT/URGENT - Up date AI JDs & Learning path on 20 April 2024. - AI Champion (Solution Delivery) - the commercial/presale weightage should be lower (15-20%). - Weightage for solution delivery transformation has to be higher and major activity. - Thought Leadership & Ecosystem Influence: 20%->30% - Solutioning & Architecture Leadership: 30%-> 40%	KhangPH		
5								
6								
7								
8								
9								
10								
11								
12								
13								
14								
15								
16								