



The Association of Sports Performance Analysts (ASPA)

International Analyst Competency Framework

IACF

Tier 1–8 Professional
Competency Standards



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2
6

Administered by ASPA | Independently overseen by ISOC



Framework Purpose



The International Analyst Competency Framework (IACF) defines the professional standards, competencies, and expectations for sports performance analysts across eight progressive tiers.

The framework ensures: consistent global standards, ethical and safe practice, transparent progression, professional accountability and structured career development.

Progression reflects increasing:

Curiosity → Competence → Independence → Responsibility → Authority → Leadership → Legacy

Tier 1 – Foundation Analyst (DSPA)

Applicants must demonstrate **foundational technical capability**:

Technical Competencies

- Basic operation of at least one analysis software platform
- Simple event tagging and navigation of projects
- Understanding of basic workflows (coding → review → simple reporting)
- Introductory knowledge of performance indicators and notational analysis
- Basic data handling and file management awareness
- Understanding confidentiality and data protection principles

Professional Skills

- Willingness to learn and reflect
- Ability to follow instructions and supervision
- Professional conduct and punctuality
- Ethical awareness
- Basic professional communication
- Awareness of role limitations

Role Summary

Entry-level analyst developing technical foundations under close supervision.



Tier 2 – Developing Analyst (DSPA)

Applicants must demonstrate **applied technical competence under supervision**:

Technical Competencies

- Confident use of at least one analysis platform
- Regular supervised coding and clip production
- Creation of simple reports and feedback packages
- Secure data and video handling
- Basic KPI tracking and applied analysis tasks
- Understanding opposition and training analysis principles

Professional Skills

- Reliability and consistency
- Clear communication with staff
- Ethical and safeguarding compliance
- Team integration
- Active CPD engagement
- Willingness to be mentored

Role Summary

Early-career applied analyst operating under supervision.

Post Nominal: Developing Sports Performance Analyst (DSPA)

Summary Table - Tier 1-2

Area	Tier 1- Emerging	Tier 2- Developing
Software use	Basic	Confident applied
Coding	Introductory	Regular supervised
Reporting	Coursework/basic	Operational
Data handling	Awareness	Applied compliance
Independence	None	Limited
Supervision	Constant	Regular
Professional communication	Basic	Operational
CPD expectation	Low	Moderate



Tier 3 – Practising Analyst (SPA)

Applicants must demonstrate **independent applied analysis capability**.

Progression to **SPA** confirms transition from:

Curiosity → Competence → **Independence**

Technical Competencies

- Independent use of analysis software
- Design and maintenance of coding panels
- Live and post-event analysis delivery
- Routine reporting and clip packages
- Ownership of personal workflows
- Secure data management
- Understanding of reliability and validity concepts

Professional Skills

- Independent working capability
- Effective interdisciplinary communication
- Accountability for outputs
- Ethical professional practice
- CPD compliance
- Informal mentoring of junior analysts

Role Summary

Independent applied practitioner delivering regular analysis services.

Post Nominal: Sports Performance Analyst (SPA)

Tier4 – Practising Analyst (SPA)

Applicants must demonstrate advanced **applied practice and system-level responsibility**.

Technical Competencies

- System-level coding structure design
- Leading analysis provision for teams/programmes
- Methodological quality assurance
- Advanced reporting and trend analysis
- Integration of multiple data sources
- Review of junior analysts' work

Professional Skills

- Operational leadership
- Structured mentoring of junior analysts
- Stakeholder engagement
- Professional authority within organisation
- Ethical leadership
- Strategic awareness



Role Summary

Senior applied practitioner leading local analysis operations.
Post Nominal: Sports Performance Analyst (SPA)

Summary Table - Tier 3-4

Area	Tier 3 - Practising	Tier 4- Specialist
Independence	Operational	Full
Coding systems	Uses	Designs
Reporting	Routine	Advanced
Analysis leadership	None	Local lead
Mentoring	Informal	Structured
Data responsibility	Own work	Team outputs
Stakeholder role	Contributor	Advisor
CPD expectation	High	Very high

Tier 5 – Expert Sports Performance Analyst (ESPA)

Applicants must demonstrate **expert-level applied practice and system ownership**.

Progression to **ESPA** confirms transition from:

Practitioner → **Authority** → **System Leader**

It represents mastery not only of technical analysis, but of: leadership, governance, ethics, mentoring, and professional stewardship.

Technical Competencies

- Full architecture of analysis systems
- Multi-layer coding taxonomies
- Advanced data integration (video, physical, tactical)
- Reliability testing and methodological design
- Development of new analytical frameworks
- Workflow automation (where appropriate)
- Organisation-level quality assurance

Professional Skills

- Recognised technical authority
- Leadership of analysis teams
- Mandatory mentoring of Tier 1–4 analysts
- Strategic contribution to departments
- Ethics and safeguarding leadership
- Governance awareness



Role Summary

Expert practitioner with system ownership and organisational influence.
Post Nominal: Expert Sports Performance Analyst (ESPA)

Tier 6 – Leading Sports Performance Analyst (ESPA)

Applicants must demonstrate **organisation-wide or multi-organisation leadership and innovation.**

Technical Competencies

- Enterprise-wide analysis system governance
- Organisation-wide data architecture
- Technology and software strategy leadership
- Research translation into practice
- Risk management (data, safeguarding, operational)
- Policy and standards contribution

Professional Skills

- Sector leadership recognition
- Strategic organisational influence
- Development of mentoring systems
- External professional representation
- Contribution to accreditation and CPD standards
- Professional stewardship

Role Summary

System leader shaping organisational and sector practice.
Post Nominal : Expert Sports Performance Analyst (ESPA)

Summary Table - Tier 5-6

Area	Tier 5 – Expert	Tier 6 – Leading
Scope	Team / programme	Organisation / multi-org
System design	Full ownership	Enterprise governance
Analysis strategy	Contributes	Leads
Innovation	Regular	Continuous
Mentoring	Mandatory	Mandatory + system design
Authority	Organisational	Sector-wide
Governance	Local	Professional body level
Post-nominal	ESPA	ESPA



Tier 7 – Fellow Sports Performance Analyst (FSPA)

Technical & Professional Standing (Required)

Tier 7 recognises individuals who demonstrate **sustained professional leadership, influence, and excellence** within applied sports performance analysis. This tier reflects authority earned through long-term contribution rather than technical skill alone.

Competencies & Contributions

- Leadership of complex performance programmes
- Contribution to professional standards and accreditation
- Education delivery and knowledge dissemination
- Advisory and policy roles
- Senior mentoring of ESPA and SPA analysts
- Ethical leadership and governance contribution

Role Summary

Leader within the profession shaping standards and future practice. Not merely seniority, but impact, influence, and responsibility for shaping practice.

Post Nominal : Fellow Sports Performance Analyst (FSPA)

Tier 8 – Distinguished Fellow Sports Performance Analyst (DFSPA)

Professional Standing (Required)

Tier 8 is the highest recognition within the IACF and is **awarded by nomination only**. It recognises individuals who have made **exceptional and sustained international contributions** to the sports performance analysis profession.

Competencies & Contributions

- International impact
- Creation or transformation of standards, education, or governance systems
- Seminal research or professional innovation
- Long-term contribution to the profession
- Strategic mentoring of senior leaders
- Advisory and oversight roles

Role Summary

Legacy contributor to the profession itself. Not position, but enduring contribution to how sports performance analysis exists, evolves, and is governed.

Post Nominal : Fellow Sports Performance Analyst (FSPA)

Summary Table - Tier 7-8



Area	Tier 7 – Fellow (FASPA)	Tier 8 – Distinguished Fellow (DFASPA)
Recognition scope	Professional leadership	International legacy
Basis of award	Application & assessment	Nomination / conferment
Technical role	Senior applied authority	Symbolic & advisory
Governance	Contributor	Steward / advisor
Mentoring	Senior mentor	Strategic mentor
Influence	National / sector	International
Post-nominal	FASPA	DFASPA

Progression Philosophy

The IACF reflects the professional journey:



Indicative Time-in-Role Requirements under the IACF

Accreditation progression within ASPA is competence-based and is not awarded on the basis of time served alone. Advancement between tiers requires demonstrated professional competence, ethical standing, continuing professional development, and successful independent assessment.

However, ASPA applies the following indicative minimum experience thresholds to ensure appropriate professional maturity and applied exposure at each stage of the International Analyst Competency Framework (IACF).

Equivalent part-time, academic, research, consultancy, or multi-role experience may be recognised where evidenced.



Tier	Post-nominal	Professional Stage	Typical Experience	Indicative Minimum Time
1	DSPA	Emerging (Experience)	Student / entry role	0–12 months
2	DSPA	Developing (Experience)	Early applied work	12–24 months
3	SPA	Practising (Competence)	Independent delivery	2–4 years total
4	SPA	Specialist Practising (Competence)	Complex environments	4–6 years total
5	ASSPA	Advanced / Expert (Authority)	Senior applied authority	6–9 years total
6	ASSPA	Expert & Leading (Authority)	Recognised authority	9–12 years total
7	FASPA	Leadership	Professional leadership	12–15+ years
8	DFASPA	Legacy	Distinguished contribution	15–20+ years

Sports Performance Analyst Pathway





Thank You

The IACF represents a new chapter for sports performance analysts:
A shared pathway.
A recognised profession.
A community growing stronger every day.

ASPA is here to support your journey, your development,
and your right to be recognised for the value you bring to sport.

Together — we advance the profession.
Together — we empower the analyst community.
Together — we grow.

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