
REQUIREMENTS TO THE SPECIALIST OF THE DIGITAL ECONOMY

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Annotation

The article presents the results of the study of the labor market requirements for the competencies of a specialist in demand in the digital economy. The substantive characteristics of the models of competencies of a specialist from different fields of activity are given.

Keywords: competencies, model of competences of a specialist, digital economy, digital leader.

Introduction

The labor market makes demands on specialists in the form of competencies that are in demand on the market, reflecting its state and conjuncture.

Competencies are the interaction of knowledge, abilities, skills and abilities acquired in the learning process and developed in practice.

The actualization of the significance of the formation of specialist competencies that are in demand on the labor market made it possible to formulate the research task: to identify what specialist competencies are in demand in the digital economy and how they can be formalized in the form of a competency model.

The research methodology is based on a systematic approach that allows you to make a holistic view in understanding the requirements for the competencies of a specialist in the digital economy.

Results

The applied nature of the study is aimed at formalizing the model of a specialist in order to clearly formulate the requirements for his competencies. Such models are developed by large employers, taking into account the field of activity and the current requirements of the labor market, and more recently, taking into account the rapidly developing digitalization of the economy.

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Within the framework of the national project "Digital Economy of the Russian Federation", the federal project "Personnel for the Digital Economy" is being implemented, among the main tasks of which is the training of highly qualified personnel that meets the new requirements and key competencies of the digital economy

The challenges of the digital economy are such that many organizations now need a completely different type of leader - a "digital leader" who can build teams, maintain connections between people and their involvement, as well as develop the culture of the organization, introduce innovations aimed at increasing the level of competitiveness and resilience to risks, substantiate strategic directions of development. This leads to the transformation of the competence model of the leaders of the digital economy and the formulation of new relevant requirements.

Became one of the first major domestic employers that, in 2020, began testing the model of competency requirements and the methodology for testing the managerial skills of candidates for the position of deputy head of the federal executive body responsible for digital transformation, extending this approach to 55 organizations.

In accordance with the competency model, the requirements for personal and professional competencies of the head of digital transformation are formulated.

Personal competencies include: client centricity; communication; emotional intellect; focus on results; creativity; criticality.

Professional competencies include: digital development (knowledge in the field of "numbers", as well as political, economic trends in the world and Uzbekistan); organizational culture; management tools; digital technologies (knowledge of standards and methodologies for designing and building an organizational architecture, experience in building and developing an organization based on an architectural approach, experience in managing IT systems, knowledge in the field of information security); IT infrastructure (knowledge of standards and regulations governing the life cycle of IT systems and products, the ability to build an organization's technological policy and solutions, have experience in managing the technical architecture of computing systems).

The model allows solving a prognostic problem, since it provides a numerical (point) assessment based on the values of the minimum recommended and target level of assessment of each type of competency, taking into account the requirements for the competencies of a manager in the structure of Uzbekistan

The example of the two presented models shows how the requirements for the competencies of a specialist differ, taking into account the scope of his activity and the demands of the labor market.

Conclusion

The presented models of specialist competencies and their content characteristics can be used in universities in the preparation of curricula and work programs of disciplines so that in the learning process, future specialists in the digital economy can form relevant skills and competencies that are in demand in the labor market.

The creation and development of a regulatory framework for the use of technologies based on distributed registries, including blockchain applications, and above all cryptocurrencies, is a very urgent and difficult task. Its solution implies the need to understand the technological features and capabilities of the blockchain, a meaningful analysis of the emerging problems of legal regulation of its applications, an assessment of the dynamics and development prospects of both the technology itself and the regulatory framework for the application of applications based on it.

Blockchain technology is a cryptographically secure distributed ledger of time-based encryption. Information is recorded in a chain of structured homogeneous blocks (“block chain”), each new block is cryptographically linked to the previous one, contains a part of it. This entire chain is continuously sent to all computers that form a specific homogeneous network, respectively, the block formation time is fixed in this network.

Thanks to these features, it is impossible to replace or build a fictitious block into the chain. In principle, any member of the network can access the entire chain of blocks that are stored in the system for the duration of its existence. The changes that take place, that is, the incoming information, are recorded in new blocks and copies of the chain are duplicated on the entire set of computer nodes in the network. Due to decentralization and multiple duplication, this chain is almost impossible to destroy. In fact, the current state of the chain is a distributed public registry for network participants, which records the time of any changes.

The technology is based on the principles of asymmetric encryption, rather complex algorithms and mathematical models, the consideration of which is beyond the scope of this article. It should be noted that the Blockchain (BC) technology is a special case of the Distributed Ledger Technologies (DLT) technology. On the basis of DLT, various technologies and applications with certain properties can be developed and used.

Due to the fact that all records are cryptographically linked to each other, arranged in chronological order, and constantly available to all network participants, the possibility of data forgery is excluded. In practice, it is advisable to use such technologies in the network interaction of agents, which is based on the use of common data and on the trust of participants in relation to the authenticity of information. First of all, we are talking about the implementation of financial transactions, the sphere of civil relations, legal activities in state and municipal government.

For example, blockchain applications are actively used in the areas of financial, contractual law, trade: cryptocurrencies and operations with them (emission - mining, mining, transactions, exchange activities, start-ups, raising funds for various projects), in cases of synchronization of two interdependent irreversible operations with different duration (purchase and sale with registration of rights, transactions, contracts).

In the areas of public legal relations, in state and municipal government, notarial activities, such systems can be noted, such as: registers of rights and other title records (EGRLE, EGRP, EGRN, etc.); platforms for conducting elections at various levels; services designed to collect taxes; applications that guarantee compliance with the order (queues of applications in the bidding process in public procurement, applications to patent authorities, queues for schools and kindergartens, etc.).

The most famous family of blockchain applications is certainly cryptocurrencies and various platforms based on them, for example, exchanges, ICO (Initial Coin Offering) - systems for the initial placement of tokens that implement the issuance of coupons by some project, or tokens intended to pay for the services of this startup in future in the form of a cryptocurrency. The Ethereum platform, which appeared in 2014, allows you to issue a currency (ether), as well as create autonomous decentralized organizations, program self-executing smart contracts, register and record property. Thanks to the popularity of Bitcoin and dozens of other cryptocurrencies, blockchain technology has proven to be reliable and stable. The main properties of distributed registries: integrity, data immutability, transparency and strict order of operations have been confirmed by the experience of real efficient operation of cryptocurrencies in an uncontrolled environment.

A number of countries, such as China and Switzerland, practically equate cryptocurrencies with official means of payment. China is actively developing this financial instrument. However, the bulk of states declares the unacceptability of recognizing them as an equivalent of value, as official means of payment. They are recognized in the status of goods, documents, obligations.

Attention is drawn to the fundamentally different interpretation by the Law of the concepts of "digital currency" and "digital financial assets" in part 2 of the first article of the Law: companies, the right to demand the transfer of issuance securities, which are provided for by the decision to issue digital financial assets in the manner established by this Federal Law, the issue, accounting and circulation of which is possible only by making (changing) entries in the information system based on a distributed registry, as well as in other information systems". Thus, cryptocurrencies, bitcoin and ether are not digital financial assets in the Russian Federation. They are not subject to any additional conditions of purchase. Cryptocurrency in

Russia can be bought, issued, sold, and other transactions can be made with it, but Russian citizens cannot officially pay for goods and services with it.

Legal regulation of the processes associated with the functioning of cryptocurrencies is necessary and can be carried out in different ways, but tightening to minimize risks leads to an outflow from the country of investors working with this form of funds and digital platforms. But even full liberalization, in order to attract more foreign entities to national digital platforms, most often leads to real problems, destructive impacts and financial losses. A real strategy should include the possibility of free functioning, minimization of bureaucratic procedures, but in a strictly regulated and fair legislative field, providing for rational measures to prevent violations and suppress them. In this sense, the national project to create an experimental regime for the functioning of digital currencies (“sandbox”) is quite justified, it makes it possible to implement an integrated approach and the legal principle of the “English lawn”, fixing the most effective practices as legislative norms.

At the same time, it is quite obvious that there is no and so far no ban on blockchain and tokens as a technology is seen. Due to the properties of integrity, immutability, transparency and strict sequence of data processing in the blockchain environment, the executable code of the program cannot be replaced or deleted. Taken together, this provides previously inaccessible quality of the conditions for fulfilling obligations, which is necessary in the environment of real legal transactions - full confidence that the agreed procedure for fulfilling obligations will be observed, and its violation cannot be hidden from interested parties.

Features of distributed ledger technology and its derivatives determine the prospects of applications based on them, not only in connection with cryptocurrencies. It is advisable to create a system of legal regulation of the use of such applications, primarily in the field of civil relations. A promising direction for introducing blockchain into the system of contract law is the implementation of the legal status of smart contracts. A smart contract is a special form of an agreement on guaranteed transactions, or an agreement with deferred execution of transactions, implemented as a computer program in the blockchain network, which is not controlled by any of the subjects of the relationship. Thus, the execution of the contract is guaranteed, since this program, recorded in the distributed registry, performs one or more transactions in this registry according to a known algorithm.

Existing legal instruments do not allow realizing these opportunities to the full extent. In general, it is necessary to be guided by the principle of synchronization of legal regulatory policy with the development of modern digital technologies in order to maximize their potential. As a conclusion, it should be noted that the successful solution of the listed tasks in the Russian Federation is possible only with the organization of constructive interaction

between engineers - software developers, lawyers, customers of applications - specialists in this particular area of their implementation.

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