# Competency Framework Competence Levels

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| Authoritative | Is widely recognised as an authority, both by others within the organisation and/or by external peers, for the knowledge and experience they demonstrate in some or all of the activities covered by this competence. | • You have a detailed level of knowledge relating to the activity and its application in many and varied circumstances.  
• You share your knowledge with others and have done so extensively with a wide range of audiences.  
• You are routinely consulted on this activity by others in the profession.  
• You can solve highly complex problems independently relating to this activity and may have set new related standards and industry benchmarks.  
• You may lead or substantially contribute to the development of industry policy, standards and guidelines relating to this activity.  
• You may be called upon as an expert witness in relation to this activity.  
• You may deliver formal training and education to others on this activity at all levels of competence. | Full members, Fellows, and Chartered Ecologists may evidence one or more competences at this level. |
| Accomplished  | Has the knowledge and experience of this activity to carry out complex, specialist or non-standard tasks confidently and consistently. Is aware of alternative options and approaches and can provide guidance, instruction and advice on this activity to others. | • You are knowledgeable on this activity and are capable of explaining it to a range of different audiences.  
• You have extensive experience of this activity in both straightforward and complex situations.  
• You can deal effectively with difficult or complex issues relating to this activity and both propose and evaluate alternative solutions.  
• You can make decisions confidently regarding this activity.  
• You can provide guidance, instruction and advice to others and may provide mentoring and/or coaching about this activity.  
• You may provide formal education or professional training about this activity up to this competence level.  
• You may contribute to the production of guidance or standards on this activity. | Full members, Fellows, and Chartered Ecologists would be expected to be able to evidence relevant competences at this level. |
| Capable       | Has the knowledge and experience essential to carry out standard tasks unsupervised confidently and consistently well. Is likely to need to seek advice before carrying out complex or non-standard tasks. | • You understand the terminology and concepts and are aware of any policy and legislative drivers supporting this activity.  
• You demonstrate an awareness of, and follow, good practice guidelines, legislation and standards.  
• You have significant experience of putting this activity into practice unsupervised and may supervise others.  
• You can consistently carry out this activity to the expected standard when straightforward.  
• You can carry out this activity in more complex situations with advice and guidance as necessary.  
• You can identify when things are generally being done as they should and you can spot if things are not right.  
• You can judge your own limits with regards to this activity and when to seek advice. | Associate members would be expected to be able to evidence relevant competences at this level. |
| Basic         | Has some knowledge with an understanding of terminology and concepts. Has some experience of practical application. Would be able to carry out standard tasks to the required standard under supervision. | • You understand the terminology and concepts and what such activities are about.  
• You understand the importance of such activities and their purpose.  
• You know where to source good practice / best practice guidance in relation to such activities.  
• You have some experience of practical application of such activities.  
• You would not normally be expected to undertake tasks in relation to these activities unless under supervision.  
• You are aware of your limits of competence with such activities and do not work beyond them. | Graduate and qualifying members would be expected to be able to evidence relevant competences at this level. |