



Themes and Competencies Overview

Technical ecological/environmental competencies are in green, transferable competencies are in blue.

Theme	Competency	Example activities that this includes. These are not exhaustive and the competences are not mutually exclusive, therefore you are advised to decide whether the activities you are describing are relevant to the theme as well as to the competency.
Surveying	S1 Habitat/species survey design, planning and fieldwork	Setting appropriate objectives for surveys. Selecting appropriate techniques and designing methodologies to test objectives in line with best practice. Fieldwork skills including planning, selection and use of equipment for survey and recording, including GPS, aerial survey and other technologies. Planning and implementing appropriate biosecurity measures.
	S2 Species identification, handling and evaluation	Application of knowledge of species ecology. Species identification including the use of appropriate tools and techniques (e.g. analysis of acoustic recordings for identification purposes). Safe, biosecure and legal species handling techniques. Assessment of species status.
	S3 Habitat identification and evaluation	Identifying, classifying and evaluating habitats in accordance with local, national and international classifications and at a variety of spatial scales. Using appropriate metrics for habitat evaluation (e.g. ecosystem services, biodiversity offsetting)
	S4 Physical environment survey	Identifying, classifying and evaluating the influence of the physical aspects of the environment (e.g. landscape character, soils, microclimate, hydrology, air quality, geomorphology and erosion) that affect the range and complexity of the habitats and species.
Environmental management	M1 Providing advice on habitat / species management and/or habitat creation projects	Providing specialist advice on habitat and/or species management projects and species reintroduction. Collecting and/or scrutinising all relevant information in order to inform evidence-based planning and advice.
	M2 Design and preparation of habitat /species management /enhancement plans and projects	Collecting and scrutinising all relevant information in order to establish baselines and set objectives for habitat / species management plans, habitat restoration and/or habitat creation plans or species reintroduction projects. Designing appropriate biosecurity measures. Designing effective sustainable environmental management solutions for biodiversity benefit. Identifying human impacts (e.g. recreational pressure, pollution) and resolving complex or conflicting constraints to achieve positive outcomes for biodiversity. Identifying costs and appropriate sources of funding for plans or projects. Designing appropriate schemes to monitor outcomes and planning for remedial actions where these may be required.

	M3	Implementation of habitat and/or species management	Implementing (using appropriate techniques, machinery and biosecurity measures) schemes for habitat and /or species management, including mitigation techniques. Monitoring the effectiveness of habitat / species management to ensure that outcomes are achieved and implementing remedial action if required Ensuring all legislative processes are adhered to.
	M4	Site-based livestock management for conservation	Implementing (using appropriate welfare and biosecurity measures) veterinary / livestock tasks to ensure that the health of the stock is maintained whilst managing the habitat. Monitoring the impact of habitat / species management through the use of livestock to ensure that outcomes are achieved and implementing remedial action if required. Ensuring all legislative processes are adhered to.
	M5	Outcome monitoring, data management and reporting	Designing strategies to monitor change in the condition, extent, abundance, distribution and / or conservation status of ecological resources. Collation, aggregation and reporting on results of multiple data sets. Producing monitoring reports at a local authority, regional, national or international scale.
	M6	Risk management during project implementation	Managing the risks to biodiversity associated with project implementation activities. Managing the risks to landowners, developers and contractors arising out of environmental legal and policy requirements.
Environmental assessment	A1	Strategic Environmental Assessment	Advising on Strategic Environmental Assessment requirements as part of sustainability appraisal for policies, plans or programmes. Undertaking Strategic Environmental Assessment for policies, plans and programmes. Scrutinising and evaluating Strategic Environmental Assessment submissions on behalf of a competent authority or decision-making body or as a consultee.
	A2	Habitat Regulations Assessment, Appropriate Assessment/Natura Impact Statement	Advising on Habitat Regulations Assessment or Appropriate Assessment / Natura Impact Assessment requirements for plans or projects. Undertaking Habitat Regulations Assessment or Appropriate Assessment for a plan or project. Production of a Natura Impact Statement (NIS) (not UK). Scrutinising and evaluating Habitat Regulations Assessments, Appropriate Assessments and/or Natura Impact Statements on behalf of a competent authority or decision-making body or as a consultee.
	A3	Environmental Impact Assessment	Advising on Environmental Impact Assessment (EIA) requirements for policies, plans, programmes or projects. Undertaking Environmental Impact Assessment for policies, plans, programmes or projects. Preparing Environmental Statements. Scrutinising and evaluating Environmental Impact Assessment submissions on behalf of a competent authority or decision-making body or as a consultee.
	A4	Ecological Assessment including Preliminary Ecological Appraisal and Ecological Impact Assessment	Using appropriate metrics to assess impacts on biodiversity and ecosystem services. Advising on Preliminary Ecological Appraisal or Ecological Impact Assessment (EclA) requirements for policies, plans,

		programmes or projects. Undertaking Preliminary Ecological Appraisal or Ecological Impact Assessment. Scrutinising and evaluating plans, projects and proposals to determine the likely ecological impact on behalf of a competent authority or decision-making body or as a consultee in order to ensure that it is adequate to inform decision-making and to secure implementation of appropriate mitigation, compensation and enhancement measures.
Policy, legislation and standards	P1	Development of strategic policies, plan, legislation or standards. Devising policy and /or legislation to ensure biodiversity and/or environmental duties are implemented. Providing evidence on nature conservation and wider environmental management to successfully influence Government / local government / corporate policies, plans and strategies. Collecting, scrutinising and presenting evidence to ensure that policies or plans are based on sound evidence.
	P2	Design and prepare policy implementation mechanisms, strategies and /or standards Recognising synergies and efficiencies across differing legislative processes, working strategically to identify and resolve conflicts and maximise opportunities for multiple benefits. Working with other organisations and/or professionals to produce strategy and/or targets and/or guidance or standards on conservation issues within key legislative and policy areas. Applying international and national standards for the conservation of biodiversity (e.g. World Bank, IFC Performance Standard 6, BS42020) in designing mechanisms to implement policy or strategy.
	P3	Advising on requirements of policy, legislation and standards Providing advice and encouragement to others in both interpreting and applying environmental legislation, policy and/or standards in order to ensure a high level of compliance.
	P4	Compliance and enforcement of legislation, policy and standards Regulatory compliance monitoring of actions undertaken to fulfil licence/permit/consent/scheme requirements. Coordinating and/or undertaking enforcement action for non-compliance using the appropriate channels.
Scientific method	SM1	Scientific method design and implementation Setting appropriate scientific questions/hypotheses and designing research methodologies to answer/test these. Implementing research methodologies appropriately, with a suitable programme and resources.
	SM2	Analysis of data Carrying out appropriate analysis of results and information (e.g. statistical tests, ecological simulation, ecological modelling, social survey data). Application of decision support tools.
	SM3	Interpretation and evidence-based reporting Interpreting outcomes and drawing valid conclusions. Presenting findings clearly and appropriately to a range of audiences. Producing clear, concise, factual and accurate reports and papers.
Education and knowledge exchange	E1	Developing programmes of learning Planning, designing and evaluating a programme of academic teaching and/or training in ecological and/or environmental topics. Producing relevant learning materials.
	E2	Academic teaching and professional training Delivering academic teaching and/or professional training in ecological and/or environmental topics over a sustained period.

	E3	Raising environmental awareness	Designing and implementing activities to raise environmental awareness and understanding, using a range of media. Delivering environmental education and outreach activities.
	E4	Publically sharing research findings	Reporting on original research using professional media channels. Synthesizing the work of others to provide access to a body of information.
Professional conduct	PC1	Professional conduct	Demonstrating high standards of professional practice, recognition of ethical considerations and obligations to the environment, to customers and to society. Going beyond legal obligations and working ethically. Recognising personal limitations and areas for development and seeking opportunities to develop knowledge, understanding and skills.
Health and safety	HS1	Maintaining a healthy and safe working environment	Understanding of and compliance with personal, organisational and statutory health and safety legislation, and organisational policy and protocols. Fostering a positive approach to health and safety. Risk management including identification of hazards, risks and corresponding control measures for the benefit of staff, contractors and other site users/visitors. Health and safety record keeping and auditing. Achieving a healthy work-life balance.
Communication	C1	Effective communication, negotiation and influencing	Understanding the purpose and appropriate format of different communications and their intended audience. Communicating accurately and clearly in a style appropriate to the audience. Producing clear, concise, factual and accurate written communications. Presenting with impact. Chairing meetings effectively. Negotiating and conflict resolution. Influencing decision-makers.
Facilitation, consultation, engagement and collaboration	F1	Facilitation, consultation and stakeholder engagement	Engaging with stakeholders and statutory consultees. Designing and implementing consultation projects. Analysis and evaluation of feedback.
	F2	Inter-disciplinary collaboration	Developing effective working relationships with individuals and teams from other professions in order to generate ideas, solve problems, produce solutions and improve inter-disciplinary understanding and cooperation.
Organisation management	OM1	Managing quality	Developing and delivering quality services and products. Compliance with quality management systems (internal and/or external) and recognised standards. Quality management auditing.
	OM2	Environmental resource efficiency	Developing and achieving environmental resource efficiency targets. Raising awareness of resource efficiency and impact monitoring.
	OM3	Managing business operations	Financial, change and risk management. Operational management. Strategic planning including use of tools.
	OM4	Client and customer care	Delivering high standards of client or customer care including uses of Forms of Contract, contractual terms and conditions for services, obligations of parties.

Project management	PRM1 Managing and evaluating projects	Developing and implementing processes and systems to manage projects effectively. Stakeholder management. Managing risks. Project evaluation (internal). Undertaking critical external evaluation of projects led by others using a range of appropriate tools.
	PRM2 Fundraising	Identifying sources of funding Writing funding proposals Funder liaison and project reporting and evaluation.
Information management	IM1 Data and document management	Establishing, promoting and using recognised organisational processes and standards to ensure effective data and document management. Compliance with legislation (e.g. data protection) and recognised internal and external data management protocols.
	IM2 Information Technology	Use of common software packages Use of databases and bespoke information management systems Use of GIS
People management	PEM1 Recruiting and developing people	Recruiting staff and/or volunteers following equal opportunities and organisational policies. Managing the performance of staff and volunteers. Planning and supervising work experience schemes. Developing capabilities to enable others to achieve their full potential, e.g. through coaching or mentoring.
	PEM2 Leadership	Motivating people to act towards achieving a common goal, through direction, inspiration and effective communication. Managing teams and organisations.