



Examples of Accomplished and Authoritative Levels of Competence

You **MUST** provide adequate evidence of your competence in your application form and you have a maximum of 350 words per competency in which to do this. **Keeping within this word-count is a challenge. Choose a variety of examples of your work and projects to demonstrate that you have the breadth of knowledge required but focus in on just one or two of these examples per competency. This way you can demonstrate your depth of knowledge and proof of your competence level within the word-count. Please do not provide us with a long list of projects you have worked on as this does not prove your Accomplished/Authoritative level competence.**

It cannot be stressed enough how important it is to **clearly evidence the level of competence that you are claiming for your chosen competencies**, that is, that you are Accomplished rather than Capable or Authoritative rather than Accomplished. Remember to use the descriptions of the competence levels to understand the difference between each level. These differences centre on the extent of your knowledge, an increasing ability to solve more complex problems and, where relevant, provide instruction and guidance to others.

NB. The below word limits relate to the previous maximum word count of 250. The new word limit is a maximum of **350 words**

Competency	Technical or Transferable	Competence (Accomplished or Authoritative)
PC1: Professional conduct	Transferable	<input checked="" type="checkbox"/> Accomplished <input type="checkbox"/> Authoritative
Relevant Evidence (max. 250 words)	<p>Over the course of my career I have been very aware of my responsibilities to uphold high standards of conduct. Fortunately I have not been in a position where I have come under pressure to behave unethically. However the nature of my work has meant that I could have done so.</p> <p>Within my career roles I have always striven to discharge my responsibilities to my clients and to my profession in a conscientious manner. I have taken care, for example, that the work that I do and the reports that I have written have been accurate, that data has been collected in a scientific manner and that the conclusions I have drawn are robust and evidence-based. Where I have been uncertain I have always stated this to be so. I have taken this approach regardless of whether I have been working on a small private development or a large-scale multi million pound scheme. Sometimes my findings have cost my client time and money but I have not shirked at my responsibility to report my findings accurately. Neither have I exaggerated my findings in order to create more work for myself and my colleagues.</p> <p>I have supported my colleagues when they have faced difficult situations and come under pressure to alter the emphasis in reports. I have tried to role model correct</p>	

	behaviours. In 2012 I attended a professional ethics course and this has allowed me to reflect on my responsibilities as well as encouraging me to audit my own practice.
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Competency	Technical or Transferable	Competence (Accomplished or Authoritative)
Environmental management: M3 Implementation of habitat and/or species management	Technical	<input checked="" type="checkbox"/> Accomplished <input type="checkbox"/> Authoritative
Relevant Evidence (max. 250 words)	<p>I am the senior ecological adviser to the managers of a 10,000 acre ancient woodland SAC which was assessed as being in unfavourable condition. The woodland is heavily used by the public and is fragmented by a number of busy A and B roads which provide a number of habitat management challenges. I managed a team of ecologists to survey the site and I have prepared, in consultation with others, a comprehensive management plan to restore it to favourable condition. The plan includes the management prescriptions for the following habitats:</p> <ul style="list-style-type: none"> • Wood pasture including veteran trees and open grassland • Limnological habitats • Mires • Lowland meadows <p>I have overseen the implementation of complex habitat management prescriptions for the last three years including the reintroduction of grazing and the pollarding of the veteran trees. These prescriptions have had to take into account the impact of public perceptions on our habitat management approaches and the effects of high volumes of speeding traffic. I have designed and instigated monitoring regimes to assess progress against targets and making adjustments to account for the recent weather patterns. I am pleased to say that already we appear to be making progress in achieving our habitat restoration targets.</p> <p>I have provided instruction and support to other ancient woodland site managers on appropriate management techniques on several occasions and have had papers published in the Journal of Applied Ecology, Biological Conservation, British Wildlife and In Practice.</p>	

Competency	Technical or Transferable	Competence (Accomplished or Authoritative)
Surveying: S2 species identification, handling and evaluation	Technical	<input type="checkbox"/> Accomplished <input checked="" type="checkbox"/> Authoritative

Relevant Evidence (max. 250 words)	<p>Over the course of my career I have developed specialist skills in freshwater invertebrate identification, especially Trichoptera and Ephemeroptera. For the latter I can confidently identify all 51 species and was the architect of the Ephemeroptera Larvae Recording Scheme for the British Isles. I co-authored the Freshwater Biological Association's key to Ephemeroptera larvae and have delivered seven training courses on this activity for the FBA for the last three years. I provide training on freshwater invertebrate identification for Scottish Natural Heritage and Scottish Environmental Protection Agency staff.</p> <p>I am also producing a new key to Trichoptera larvae which is due to be published in 2014. I was responsible for the reclassification of a Trichoptera sub-species as a distinct species in 2010.</p> <p>I am routinely consulted to help with difficult freshwater invertebrate species identification and I teach freshwater invertebrate identification courses for the FSC, CIEEM and NFBR.</p>
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Competency	Technical or Transferable	Competence (Accomplished or Authoritative)
Project management: PRM1 managing and evaluating projects	Transferable	<input checked="" type="checkbox"/> Accomplished <input type="checkbox"/> Authoritative
Relevant Evidence (max. 250 words)	<p>I have extensive experience of managing complex projects with multiple stakeholders. I am a certified Prince 2 practitioner and adopt this approach, or appropriate modifications, to manage projects. Examples of complex projects that I have successfully managed include:</p> <p>a) The restoration of an old quarry site to create a wetland/woodland mosaic with public access. I designed the habitat creation scheme and was responsible for engaging with stakeholders including the local authority ecologist, minerals company, local community groups, local Wildlife Trust and contractors. I successfully applied for over £500,000 in lottery funding, managed the budget, contracts and stakeholder engagement. I wrote the management plan which is now being implemented and am establishing an ongoing monitoring regime. The project won a CIEEM Best Practice award in 2011.</p> <p>b) I managed the ecological component of a multi-million pound highways scheme for the Highways Agency (the value of the ecological works was in excess of £1m). I was responsible for the ecological survey, mitigation design and implementation across the 33 mile stretch of major trunk road, leading a team of seven ecologists and with responsibility for budget control, contract management and liaison with the project engineers. The project was completed on time and in budget and the mitigation measures in respect of European Protected Species appear to be successful to date.</p> <p>I have coached less experienced members of staff in project management techniques and regularly provide opportunities for work shadowing.</p>	