

Earned Recognition Summary Competency Framework

Competency	What this covers	Earned Recognition Accreditation Level		
		(* = see Earned Recognition Accreditation Levels and supporting guidance).		
		Level 1	Level 2	Level 3
Tech1 Habitat/species survey design, planning and fieldwork	Understanding of bat ecology and behaviour. Setting appropriate survey objectives and designing effective survey methodologies including bat emergence/re-entry surveys in accordance with good practice guidelines. Confidently using standard survey equipment and techniques.	Able to do so for all UK species and commonly occurring situations.	As for Level 1 but also for more complex situations	As for Level 2 but also for the most complex situations. Will also have routinely provided, advice, guidance and supervision to others on carrying out roost surveys
Tech2 Species identification, handling, and evaluation	Accurate identification of bat species (e.g. by sight, in the hand, use of DNA analysis and/or acoustic recordings as appropriate) and understanding of limitations of identification techniques. Handling of bats safely if required and with proper reference to biosecurity. Analysis and evaluation of evidence in order to assess the importance of site for bat species present.	Able to do so for all UK species, including accurate acoustic analysis for less cryptic species	As for Level 1 but including accurate acoustic analysis for all species and identification of species in challenging or difficult to access locations.	As for Level 2
Tech3 Habitat identification and survey	Identification, classification and evaluation of habitats, structures and features suitable for bats. Undertaking preliminary roost assessments and assessing likely importance for species present according to roosting, feeding and breeding needs.	Able to do so for all UK species and commonly occurring situations	As for Level 1 but also mapping of more complex assemblages of habitats, structures and features of potential value to bats, including any seasonal variation.	As for Level 2

<p>Tech4 Physical environment survey</p>	<p>Identification, classification and evaluation of physical, climatic and ambient aspects of the environment likely to affect the distribution, abundance and behaviour of bats.</p>	<p>Able to do so using standard physical survey techniques and equipment.</p>	<p>As for Level 1.</p>	<p>As for Level 1.</p>
<p>Tech5 Providing advice on habitat/species management and /or habitat creation</p>	<p>Providing advice on habitat management and mitigation and compensation requirements. Collection and analysis of appropriate information to inform development decisions, including appropriate adherence to the mitigation hierarchy.</p>	<p>Able to do so for Lower Risk* situations</p>	<p>As for Level 1 but also for Medium Risk* situations</p>	<p>As for Level 2 but also for Higher Risk* situations</p>
<p>Tech6 Design and preparation of habitat/species management / mitigation /enhancement plans and projects</p>	<p>Collection and analysis of all relevant information to inform the ecological baseline. Setting appropriate objectives for habitat/species impact avoidance, mitigation, compensation and enhancement plans, taking account of constraints. Designing appropriate schemes to monitor outcomes.</p>	<p>Able to do so for Lower Risk* situations.</p>	<p>As for Level 1 but also for Medium Risk* situations.</p>	<p>As for Level 2 but also for Higher Risk* situations</p>
<p>Tech7 Implementation of habitat and/or species management plans or projects</p>	<p>Supervision and/or implementation of effective mitigation & compensation affecting trees and structures of importance to bats. Outcome monitoring and implementation of remedial action where required.</p>	<p>Able to do so for Lower Risk* situations.</p>	<p>As for Level 1 but also for Medium Risk* situations</p>	<p>As for Level 2 but also for Higher Risk* situations</p>
<p>Tech8 Risk management during project implementation</p>	<p>Managing risks to bats (disturbance or harm), developers and contractors (legal compliance) arising from the construction phase of development including mitigation and compensation activities.</p>	<p>Able to do so for Lower Risk* situations</p>	<p>As for Level 1 but also for Medium Risk* situations</p>	<p>As for Level 2 but also for Higher Risk situations*</p>
<p>Tech9 Ecological assessment including preliminary ecological appraisal, preliminary roost</p>	<p>Undertaking ecological assessment of impacts on bats arising from proposed development activities in accordance with good practice standards. Application of sound professional judgement in proportionality of approach.</p>	<p>Able to do so for commonly occurring situations</p>	<p>As for Level 1 but for more complex situations.</p>	<p>As for Level 2 but also for the most complex situations</p>

assessment and ecological impact assessment				
Tech10 Advising on requirements of policy, legislation and standards	Sound understanding of requirements of legislative compliance. Advising clients and other stakeholders on the relevant legislation and planning policy relating to the potential impact of development activities on bats.	Able to do so correctly and maintains up-to-date knowledge and understanding.	As for Level 1.	As for Level 1.
Tech11 Interpretation, and evidence-based reporting	Correctly interpreting data, analysing the results and drawing valid conclusions based on the evidence. Producing clear, factual and accurate reports to inform decision-making. Recognise flawed data sets and describe limitations.	Able to do so for commonly occurring situations.	As for Level 1 but for more complex situations	As for Level 2 but for the most complex situations.
Transf1 Professional conduct	Good understanding of, and adherence to, good practice standards and demonstrating appropriate ethical behaviours.	Can do so in ways that are consistent with the expectations of a professional ecologist.	As for Level 1.	As for Level 1.
Transf2 Effective communication, negotiation and influencing	Communicating information to stakeholders and demonstrating good practice in report-writing.	Able to do so appropriately for different audiences and produces clear, factual and concise reports.	As for Level 1.	As for Level 1.
Transf3 Inter-disciplinary collaboration	Ability to work effectively as part of a multi-disciplinary team, identifying potential problems arising from different stakeholder objectives and proposing effective solutions.	Able to do so in ways that deliver good outcomes.	As for Level 1.	As for Level 1.
Transf4 Client and customer care	Understanding clients' needs and demonstrating good public interface skills in facilitating appropriate delivery of the clients' objectives.	Demonstrates good standards of customer care, proposing alternative solutions to achieve objectives when required.	As for Level 1.	As for Level 1.

Transf5 Managing and evaluating projects	Project management skills including setting clear goals and managing activities and resources to meet project objectives in appropriate timescales. Project evaluation.	Able to do so for development-related project situations.	As for Level 1.	As for Level 1.
Transf6 Data and document management	Implementation of standards of good data and document management, complying with relevant legislation.	Able to do so in accordance with good practice standards.	As for Level 1.	As for Level 1.
Transf7 Health and safety	Promotion of a positive health, safety and wellbeing culture, complying with relevant legislation.	Able to do so in ways that deliver good outcomes.	As for Level 1.	As for Level 1.