

## Competency Framework – Glossary

Proposed term	Proposed definition
Competence	The application by an individual of core/key skills, technical skills and the knowledge and understanding required by for defined tasks that can be evidenced and verified against set criteria.
Competency	A competency is an activity you need to be able to perform to do your job well. Being competent means you can do this activity to the required standard. You are competent if you: <ul style="list-style-type: none"> <li>• Know what to do</li> <li>• Know how to do it</li> <li>• Know when to do it</li> <li>• Know why you do it</li> <li>• Can do it consistently well</li> <li>• Know when to seek help and advice</li> </ul>
Complex	A problem, project or task which has more than 2 viable solutions or has more than 5 elements which can interact. Interactions can be synergistic, neutralistic or conflicting.
Extensive (in terms of research metrics E2)	Is broad reaching and to a high level, capable of providing a contribution to the research environment framework [REF]
Good quality (in terms of research E2)	Research that provides evidence that is robust, ethical, stands up to scrutiny and can be used to inform policy making. It should adhere to principles of professionalism, transparency, accountability and auditability
Influential (in terms of research E2)	Improves research performance, visibility, discoverability and impact via effective publishing strategies and online presence.
Large data set (SM2)	A data set with over a million data points
Large-scale	A project or task involving a site which covers >10 ha for a development project area or >100 ha for a land management site.
Medium-scale	A site-based project or task that which covers > 0.25 ha but <10 ha for a development project area or >1 ha but <100 ha for a land management site.
Several (in terms of research metrics E2)	More than 2 and fewer than 5.
Simple methodologies (SM1)	Uncomplicated in its execution
Small-scale	A project or task that is limited in its physical scope or area (typically 0.25 ha or less for a development project area or 1 ha or less for a land management site)
Specialist	An individual who has a detailed knowledge of a subject and/or an advanced skill in an activity or related activities.

Straightforward	Activities or projects or situations which are unproblematic. The actions flow to a conclusion without conflict or competing requirements.
Substantial (in terms of research metrics E2)	A detailed study of a subject, especially in order to discover (new) information