



Competency Framework Consultation Document

Technical Competencies

August 2023

Surveying	S1: Habitat/species survey design, planning and fieldwork	S1: Habitat/species survey design, planning and fieldwork	S2: Species identification, handling and population assessment	S2: Species identification, handling and population assessment
<div data-bbox="195 386 342 451" style="border: 1px solid black; padding: 2px; margin-bottom: 10px;">Current</div> <div data-bbox="195 521 342 586" style="border: 1px solid black; padding: 2px;">Proposed</div>	<p>Setting appropriate objectives for surveys.</p> <p>Selecting appropriate techniques and designing methodologies to test objectives in line with best practice. Identifying the most appropriate types of data and data capture methods.</p> <p>Fieldwork skills including planning, selection and use of equipment for survey and recording, including GPS, aerial survey and other technologies.</p> <p>Planning and implementing appropriate biosecurity measures.</p>	<p>Setting appropriate objectives for surveys.</p> <p>Selecting appropriate techniques and designing methodologies to test objectives in line with best practice. Identifying the most appropriate types of data and data capture methods.</p> <p>Fieldwork skills including planning, selection and use of equipment for survey and recording which may include GPS, data collection apps, aerial survey and other technologies.</p> <p>Planning and implementing appropriate biosecurity measures.</p>	<p>Application of knowledge of species ecology and distribution.</p> <p>Species identification including the use of appropriate tools and techniques (e.g. analysis of acoustic recordings for identification purposes).</p> <p>Safe, biosecure and legal species handling techniques.</p> <p>Assessment of population status/importance.</p>	<p>Application of knowledge of species ecology and distribution.</p> <p>Species identification including the use of appropriate tools and techniques (e.g. analysis of acoustic recordings for identification purposes, DNA and eDNA sampling and/or analysis).</p> <p>Safe, biosecure and legal species handling techniques.</p> <p>Assessment of population status/importance.</p>
	<p>S3: Habitat identification and evaluation</p> <p>Identifying, classifying and assessing habitats (including habitat condition) in accordance with local, national and international classifications and at a variety of spatial scales.</p> <p>Using appropriate methods for habitat assessment as part of broader evaluation approaches.</p>	<p>S3: Habitat identification and evaluation</p> <p>Identifying, classifying and assessing habitats (including habitat condition) in accordance with local, national and international classifications (e.g. NVC, Phase 1, UK HAB, EUNIS, Fossit, River Habitat Survey, JNCC Marine Habitat Classification and Annex I Habitats) and at a variety of spatial scales.</p> <p>Using appropriate methods for habitat assessment as part of broader evaluation approaches.</p>	<p>S4: Physical environment survey and assessment</p> <p>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.</p>	<p>S4: Physical environment survey and assessment</p> <p>Identifying, classifying and assessing the influence of the physical aspects of the environment (e.g. landscape character, soils, climate/microclimate, hydrology, air quality, geomorphology, deposition and erosion) that affect the range and complexity of the habitats and species.</p>

Environmental Management	M1: Providing specialist advice on habitat / species management and/or habitat creation or rehabilitation plans or projects	M1: Providing specialist advice on ecological management and/or environmental schemes	M2: Designing and preparing habitat/species management, mitigation, compensation and enhancement plans or projects	M2: Designing and preparing management, mitigation, compensation and enhancement plans
<div data-bbox="205 461 352 526" style="border: 1px solid black; padding: 2px; margin-bottom: 10px;">Current</div> <div data-bbox="205 568 352 633" style="border: 1px solid black; padding: 2px;">Proposed</div>	<p>Providing specialist technical advice to landowners, land managers, project teams and/or organisations on habitat and/or species management projects and plans (including restoration, rehabilitation and creation) and species reintroduction. Providing technical advice on habitat/species management to adapt to / mitigate climate change.</p> <p>Collecting and/or scrutinising all relevant information in order to inform evidence-based advice.</p>	<p>Providing specialist advice to landowners, land managers, other professionally qualified staff, project teams and/or organisations on ecological management and/or environmental schemes.</p> <p>Providing specialist advice on species-level conservation projects (e.g. reintroductions).</p> <p>Providing specialist advice on habitat/species management and/or environmental schemes to adapt to/mitigate climate change effects. Collecting and/or scrutinising all relevant information in order to inform evidence-based advice.</p>	<p>Collecting and scrutinising all relevant information in order to establish baselines and set objectives for habitat/species management plans, including mitigation, compensation and/or enhancement or species reintroduction/translocation projects or plans.</p> <p>Designing effective sustainable environmental management solutions for biodiversity and wider environmental benefit, including green infrastructure projects and plans, adaptive management strategies to combat climate change and nature-based solutions to mitigate climate change effects.</p> <p>Identifying human impacts (e.g. recreational pressure, pollution) and resolving complex or conflicting constraints to achieve positive outcomes for biodiversity.</p>	<p>Collecting and scrutinising all relevant information in order to establish baselines and set objectives for habitat/species management, mitigation, compensation and enhancement plans.</p> <p>Designing and preparing species reintroduction and/or translocation plans.</p> <p>Designing and preparing sustainable solutions for biodiversity and wider environmental benefit, which may include development-related plans, green infrastructure, plans for seeking funding, monitoring and adaptive management plans, nature-based solutions to mitigate climate change effects.</p>

			Designing appropriate schemes to monitor management outcomes and planning for remedial actions where these may be required.	
	M3: Implementation of habitat and/or species management activities	M3: Practical implementation of plans for ecological management and/or environmental schemes	M4: Site-based livestock management for conservation	M4: Livestock management for conservation
<div data-bbox="199 597 336 667" style="border: 1px solid black; background-color: #d9e1f2; padding: 2px; margin-bottom: 5px;">Current</div> <div data-bbox="199 695 346 760" style="border: 1px solid black; background-color: #f4d03f; padding: 2px;">Proposed</div>	<p>Implementing (using appropriate techniques, machinery and biosecurity measures) or supervising implementation of schemes for habitat and/or species management, including mitigation, restoration and/or habitat creation.</p> <p>Monitoring the effectiveness of habitat/species management to ensure that outcomes are achieved and implementing remedial action if required.</p> <p>Ensuring all legislative processes are adhered to.</p>	<p>Implementing (using appropriate techniques, machinery and biosecurity measures) or supervising implementation of plans for ecological management and/or environmental schemes. May act as an Ecological Clerk of Works (ECoW) or an Environmental Clerk of Works (EnvCoW). Monitoring the effectiveness of ecological management and/or environmental schemes to ensure that outcomes are achieved and implementing remedial actions if required.</p>	<p>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.</p> <p>Ensuring all legislative processes are adhered to.</p>	No change

	M5: Strategic outcome monitoring, data management and reporting	M5: Strategic monitoring, data management and reporting	M6: Risk management during project implementation	M6 Risk management and control during project and/or scheme implementation
Current	<p>Designing strategies to monitor change in the condition, extent, abundance, distribution and/or conservation status of ecological resources at a local (but not site-specific), landscape, regional or national scale, including setting of objectives and reference criteria for outcomes.</p> <p>Reviewing results from monitoring to determine effectiveness of strategic approaches and provide advice/recommendations on modification when required.</p> <p>Producing monitoring reports at local authority, regional, national or international scale.</p>	<p>Designing strategies to monitor change in the condition, extent, abundance, distribution and/or conservation status of ecological features, including setting of objectives and reference criteria for outcomes.</p> <p>Reviewing results from monitoring to determine effectiveness and providing evidence-based recommendations. -Collation, aggregation, analysis and reporting on results of complex monitoring data sets.</p>	<p>Managing the risks to biodiversity associated with project implementation activities.</p> <p>Managing the risks to landowners, developers and contractors arising out of environmental, legal and policy requirements.</p>	<p>Managing the risks to biodiversity associated with project and/or scheme implementation activities.</p> <p>Managing the risks to landowners, developers and contractors arising out of environmental, legal and policy requirements.</p>
Proposed				

Environmental Assessment	A1: Strategic Environmental Assessment (SEA)	A1: Strategic Environmental Assessment (SEA)	A2: Habitat Regulations Assessment (HRA), Appropriate Assessment (AA) and/or Natura Impact Statements (NIS)	A2: Habitat Regulations Assessment (HRA) / Natura Impact Statements (NIS)	A3: Environmental Impact Assessment (EIA)	A3: Environmental Impact Assessment (EIA)/Water Framework Directive (WFD) Assessment
<div data-bbox="193 594 338 662" style="border: 1px solid black; padding: 2px; margin-bottom: 5px;">Current</div> <div data-bbox="193 727 338 795" style="border: 1px solid black; padding: 2px;">Proposed</div>	<p>Advising on Strategic Environmental Assessment requirements as part of sustainability appraisal for policies, plans or programmes. Undertaking Strategic Environmental Assessment for policies, plans or programmes. Scrutinising and evaluating Strategic Environmental Assessment submissions on behalf of a competent authority or decision-making body or as a consultee.</p>	<p>Delete</p>	<p>Advising on Habitat Regulations Assessment or Appropriate Assessment/Natura Impact Assessment requirements for plans or projects. Undertaking Habitats Regulation Assessment or Appropriate Assessment for a plan or project. Production of a Natura Impact Statement (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 as a consultee.</p>	<p>No change</p>	<p>Advising on Environmental Impact Assessment requirements for developments or projects. Undertaking Environmental Impact Assessment for developments 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.</p>	<p>Advising on EIA or WFD Assessment requirements for developments or projects. Undertaking EIA or WFD Assessment for projects. Preparing Environmental Statements. Scrutinising and evaluating EIAs and WFD Assessments.</p>

Current	A4: Ecological assessment including Preliminary Ecological Appraisal, Ecological Impact Assessment and the use of biodiversity metrics as part of the assessment of existing/potential ecological features (e.g. biodiversity net gain)	A4: Ecological assessment including Preliminary Ecological Appraisal, Ecological Impact Assessment	A5: Environmental Valuation	A5: Valuation of the Environment	A6: Biodiversity Net Gain (new competency)
Proposed					
	Advising on Preliminary Ecological Appraisal, Ecological Impact Assessment (EcIA) or biodiversity net gain requirements for policies, plans, programmes or projects. Undertaking Preliminary Ecological Appraisal or Ecological Impact Assessment.	Advising on environmental assessment requirements, such as Preliminary Ecological Appraisal and Ecological Impact Assessment (EcIA), -for policies, plans, programmes or projects. Undertaking Preliminary Ecological Appraisal and/or Ecological Impact Assessment in accordance with good practice guidelines. Scrutinising, reviewing	Valuation of ecological and broader environmental features as part of an economic valuation of the environment e.g. for ecosystem services assessment, natural capital valuation and/or environmental net gain assessment (but not biodiversity net gain).	No change	Advising on biodiversity net gain (BNG) and habitat metrics. Undertaking BNG in accordance with published standards and good practice guidelines. Scrutinising, reviewing and evaluating BNG assessments and delivery plans.

	<p>Using appropriate metrics and methodologies to assess impacts on biodiversity (e.g. as part of a biodiversity net gain process).</p> <p>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.</p>	<p>and/or evaluating plans, projects and proposals to determine the likely ecological impact in order to ensure that it is adequate to inform decision-making and to secure implementation of appropriate mitigation, compensation and enhancement measures.</p> <p>Developing equivalent methods and standards</p>			
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Policy, legislation and standards	P1: Development of strategic environmental (and relevant other) policies , plan, legislation or standards	P1: Development of legislation, policies, strategic plans, guidance or standards	P2: Design and prepare environmental (and relevant other) policy implementation mechanisms, strategies and/or standards	P2: Designing legislation, policy or strategy implementation mechanisms.
<div data-bbox="205 456 348 521" style="border: 1px solid black; padding: 2px; margin-bottom: 5px;">Current</div> <div data-bbox="205 548 348 613" style="border: 1px solid black; padding: 2px;">Proposed</div>	<p>Devising policy and/or legislation to ensure biodiversity and/or environmental duties are implemented.</p> <p>Providing evidence on nature conservation and wider environmental management to successfully influence Government/local government/corporate policies, plans and strategies.</p> <p>Collecting, scrutinising and presenting evidence to ensure that policies or plans are based on sound evidence.</p>	<p>Devising or revising legislation and policy and associated guidance.</p> <p>Providing evidence on nature conservation and wider environmental management to successfully influence Government / local government / corporate policies and strategic plans.</p>	<p>Recognising synergies and efficiencies across differing legislative processes, working strategically to identify and resolve conflicts and maximise opportunities for multiple benefits.</p> <p>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.</p> <p>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.</p>	<p>Designing mechanisms to implement legislation, policy or strategy.</p>
<div data-bbox="205 943 348 1008" style="border: 1px solid black; padding: 2px; margin-bottom: 5px;">Current</div> <div data-bbox="205 1036 348 1101" style="border: 1px solid black; padding: 2px;">Proposed</div>	<p>P3: Advising on requirements of environmental (and relevant other) policy, legislation and standards</p> <p>Providing advice and encouragement to others in both interpreting and applying environmental (and relevant other) legislation, policy and/or standards in order to ensure a high level of compliance.</p>	<p>P3: Advising on the requirements of legislation, policy, guidance or standards</p> <p>Providing advice on interpreting and applying legislation, policy and standards.</p>	<p>P4: Compliance and enforcement of environmental (and relevant other) legislation, policy and standards</p> <p>Regulatory compliance monitoring of actions undertaken to fulfil relevant licence/permit/consent/scheme requirements. Coordinating and/or undertaking enforcement action for non-compliance using the appropriate channels.</p>	<p>P4: Compliance and enforcement of legislation, policy and standards</p> <p>No change</p>

Scientific Method Scientific Method and the Evidence-based Approach	SM1: Scientific method design and implementation	SM1: Scientific method design and implementation	SM2: Analysis of environmental data and modelling	SM2: Analysis of environmental data and modelling	SM3: Interpretation and evidence-based reporting	SM3: Interpretation
<div data-bbox="201 589 348 656" style="border: 1px solid black; background-color: #d9e1f2; padding: 2px; margin-bottom: 10px;">Current</div> <div data-bbox="201 711 348 777" style="border: 1px solid black; background-color: #fff2cc; padding: 2px;">Proposed</div>	<p>Setting appropriate scientific questions/hypotheses relevant to ecology and environmental management and designing methodologies to answer/test these. Implementing relevant research methodologies appropriately, with a suitable programme and resources.</p>	<p>No change</p>	<p>Understanding of the requirements for specific statistical analysis and other forms of data analysis and the appropriate application of such analysis tools. Carrying out appropriate analysis of experimental data (e.g. statistical tests, ecological simulation, environmental or ecological modelling, social survey data analysis) in relation to ecological and/or environmental research and experimentation. Assessment/analysis of limitations in both data collection and analysis.</p>	<p>No change</p>	<p>Interpreting outcomes from ecological and/or environmental research and experiments and drawing valid conclusions, including explanation of the implication of limitations on data collection and analysis in interpreting results and formulating recommendations. Presenting findings clearly and appropriately to a range of audiences. Producing clear, concise, factual and accurate scientific/technical reports and papers.</p>	<p>Interpreting outcomes from ecological and/or environmental research and investigations and drawing valid conclusions, including explanation of the implication of limitations on data collection and analysis in interpreting results and formulating recommendations.</p>

Education and Knowledge Exchange	E1: Developing programmes of learning	E1 Developing, delivering and evaluating programmes of learning	E2: Academic teaching and professional training	E2 Sharing research findings
<div data-bbox="212 461 359 529" style="border: 1px solid black; padding: 2px; margin-bottom: 10px;">Current</div> <div data-bbox="212 561 359 630" style="border: 1px solid black; padding: 2px;">Proposed</div>	<p>Planning, developing, designing and evaluating programmes of academic teaching or professional training in ecological and/or environmental topics. Producing relevant learning materials.</p>	<p>Developing, delivering and evaluating programmes of face-to-face and/or virtual academic teaching and/or professional training in ecological and/or environmental topics over a sustained period.</p>	<p>Delivering academic teaching and/or professional training in ecological and/or environmental topics over a sustained period.</p>	<p>Producing clear, concise, factual and accurate scientific/technical peer-reviewed research reports and papers in academic literature and media.</p>
	<p>E3: Raising environmental awareness</p>	<p>E3 Raising environmental awareness</p>	<p>E4: Publicly sharing research findings</p>	<p>E4 Using learning to inform wider professional practice</p>
	<p>Designing and implementing activities to raise environmental awareness and understanding, using a range of media and techniques. Delivering environmental education and outreach activities.</p>	<p>Developing, delivering and evaluating activities to raise environmental awareness and public understanding. Delivering environmental education and outreach activities using a range of media and techniques.</p>	<p>Reporting on original research using professional media channels. Contributing to the dissemination of research findings.</p>	<p>Reporting on quality evidence using a range of non-academic media channels (e.g. grey literature to web-based). Contributing to the dissemination of research and practice outcomes (e.g. policy related to site case studies) for professional practitioners.</p>