

Proficiency Map for Environmental Practitioners



Environment
Institute of
Australia and
New Zealand

Environmental Proficiencies					Enabling Proficiencies	
Environmental Awareness	Environmental Ethics	Policy & Planning	Analysis & Risk Assessment	Decision Making	Professional Practice	Communication
<p>Understands the environmental, political, social, cultural and economic context of their work</p> <p>Understands and uses the right tools for effective environmental decision making</p> <p>Understands environmental legislation and compliance measures</p>	<p>Makes decisions and acts in a professional and ethical way</p> <p>Gives impartial and forthright advice, justifying their own position when needed</p> <p>Resolves ethical issues in line with accepted standards and practices</p>	<p>Uses appropriate environmental policies, systems and frameworks in decision making</p> <p>Identifies, understands and uses the right tools for effective environmental decision making</p> <p>Identifies and complies with regulatory and legislative obligations</p>	<p>Undertakes objective and systematic analysis and draws accurate conclusions based on evidence</p> <p>Understands and uses environmental impact and risk assessment tools, techniques and methods</p> <p>Collects, analyses and interprets data effectively</p> <p>Evaluates data to inform decision making</p>	<p>Analyses problems and finds effective and targeted solutions</p> <p>Understands the strategic and organizational context of their work</p> <p>Can prioritise what is important</p> <p>Applies sound reasoning and judgment to decision making</p> <p>Can adapt to change and explore innovative solutions</p>	<p>Works in a professional way</p> <p>Understands how to work in and be part of an organisation</p> <p>Plans and manages work and projects effectively and efficiently</p> <p>Understands what is expected and delivers what is required</p> <p>Reflects and learns from the experience of others and from their personal performance</p> <p>Has the appropriate technical skills to do their job</p>	<p>Identifies and uses effective and appropriate communication methods</p> <p>Can identify and engage with stakeholders</p> <p>Can write well in a range of formats</p> <p>Understands how to communicate within the reporting and delegation requirements of their organisation</p>
<p>Graduate and early career entry. Translates theoretical knowledge into practical applications and seeks to rapidly fast-track technical knowledge. Requires varying levels of supervision depending on the task, but capable of rapidly learning new skills.</p>	<p>Capable of undertaking a needs and issues analysis in project planning and execution</p> <p>Can identify and apply the correct environmental management tools for simple environmental projects</p> <p>Competent in applying routinely used legislation and compliance measures</p> <p>Demonstrates a plan for addressing personal knowledge and skill gaps</p>	<p>Demonstrates understanding of the basic principles of environmental ethics standards</p> <p>Provides examples of routinely applying quality environmental ethics to daily activity</p> <p>Capable of communicating to management where environmental ethical standards are at risk or can be improved</p> <p>Understands where to go to seek support or information</p>	<p>Can explain the correct environmental policy, planning and legislation for simple environmental management projects</p> <p>Demonstrates examples of contributing to planning, selecting and applying environmental management tools</p> <p>Knows major bodies responsible for legislative or policy information and who to ask for technical assistance</p>	<p>Can identify and plan the application of commonly used environmental impact and assessment tools, techniques and methods for simple projects</p> <p>Capable of supported execution of simple impact or assessment processes</p> <p>Demonstrates ability to collect, interpret and apply scientific and statistical data</p>	<p>Provides advice on routine environmental decisions</p> <p>Demonstrates strong time management and project management skills</p> <p>Demonstrates a basic understanding of own decision making and working style and how to maximize that for workplace efficiency</p> <p>Works to ensure output is strategically aligned to organisational goals</p>	<p>Capable of converting complex environmental information into simple communication.</p> <p>Capably chooses correct communication tool for specific tasks</p> <p>Can develop a community engagement plan and deliver with support</p>
<p>Competently producing quality work on simple to difficult projects and can readily access an established network of support. Increasingly manages projects with limited supervision and has developed strong understanding of self and modifies approach to situations.</p>	<p>Can explain their personal processes for how environmental, political, social, cultural or economic contexts are routinely considered in the planning and execution of common environmental projects</p> <p>Demonstrates how they keep up to date with industry trends, issues and process improvements</p> <p>Competent in applying routinely used legislation and compliance measures</p>	<p>Routinely applies quality environmental ethics to daily activity and decision making</p> <p>Demonstrates examples of applying personal ethical values and to working with management to identify and improve ethical approaches</p> <p>Shows basic knowledge of leading and influencing work and demonstrated ability to work with managers to influence client environmental ethics</p>	<p>Capable of independently applying appropriate environmental policy, planning, and legislation to common environmental issues</p> <p>Demonstrate examples of independently planning, selecting and applying commonly used environmental management tools</p> <p>Demonstrates a network of resources or relationships to access policy, legislation or technical information</p>	<p>Demonstrates ability to independently plan and apply commonly used environmental impact and assessment tools, techniques and methods for simple projects</p> <p>Demonstrates ability to routinely collect, interpret and apply scientific and statistical data</p> <p>Can explain the benefits and limitations of different environmental assessment processes</p>	<p>Independently advises on routine environmental decisions</p> <p>Applies a structured process to consider decisions from a range of points of view</p> <p>Proficiently plans and manages projects, including self-management</p>	<p>Competently applies traditional communication mediums, particularly a high level of written communication</p> <p>Competently completes high quality written reports, project planning, assessment and evaluation</p> <p>Independently manages simple community engagement processes or stakeholder or client interaction</p>
<p>Continuing to refine and enhance knowledge but competently manages a variety of projects of varying environmental complexity. Entrusted to routinely represent the organisation with stakeholders or clients. Actively applies fresh insight to continuously improve outcomes. Actively seeks feedback for self-improvement.</p>	<p>Can explain their personal processes for investigating and understanding trends, issues and needs relevant to common environmental projects</p> <p>Demonstrates experience in contributing to the selection and application of environmental assessment process and tools for a complex environmental project</p> <p>Demonstrates evidence in leading continuous improvement in environmental awareness of the organisation</p>	<p>Can provide examples of where their ethical approach has provided a learning for others</p> <p>Demonstrates evidence of leading workplace initiatives to uphold environmental ethical standards</p> <p>Good knowledge of self to be able to impartially communicate own ethics and values</p>	<p>Demonstrates ability to independently translate and apply commonly used environmental policy, planning and legislation</p> <p>Demonstrates evidence of independently planning, selecting and applying commonly used management and assessment tools</p> <p>Applies their learned experiences to continuously improve processes, systems or policy</p>	<p>Capable of planning and applying commonly used environmental impact and assessment processes including collecting and applying scientific data</p> <p>Demonstrates examples of contributing to the planning and application of environmental impact and assessment tools, techniques and methods for a complex environmental project</p> <p>Demonstrates evidence of leading continuous improvement to a tool, technique or method</p>	<p>Entrusted to independently manage routine environmental decisions and contributes options to complex decisions</p> <p>Can explain their personal processes for problem solving, decision making, prioritisation and how they consider consequences and benefits of decisions from a range of different points of view</p> <p>Explores and applies theories, tools and processes for continuous improvement to decision making and project management</p>	<p>Proficiently applies traditional communication mediums and actively innovates and improves organisational communication (eg. digital media)</p> <p>Translates complex environmental or scientific information to a range of audiences</p> <p>Displays good self-awareness and knowledge of personal communication style</p> <p>Independently manages important stakeholder and client relationships.</p>
<p>Proficient and trusted and applies acquired experience to independently manage complex projects, relationships, or issues independently. Experienced in managing self or others and sought out for advice. Ready to advance to management or specialist role or a changed field or role.</p>	<p>Demonstrates a range of networks, relationships and process skills to assess and evaluate trends, issues and needs in complex environmental projects</p> <p>Proficient in selecting and applying a suite of environmental management processes and tools</p> <p>Can provide evidence of where their advice has led to improved environmental outcomes</p>	<p>Can provide examples of influencing, persuading or challenging others to lead and promote sustainability</p> <p>Supports or mentors others on environmental ethics</p> <p>Can demonstrate a personal framework for ethical decision making which aligns with accepted practice</p> <p>Has a high knowledge of self to impartially explain own values</p>	<p>Translates and applies environmental policy, planning, and legislation to a broad range of complex environmental issues or highly specialised issues</p> <p>Demonstrates examples of planning, selecting and applying common and specialised environmental management tools</p> <p>Is sought out to share knowledge and advice with others</p>	<p>Demonstrates competence in independently applying environmental impact and assessment tools, techniques and methods to complex environmental projects</p> <p>Capable of collecting, interpreting and applying scientific and statistical data to complex projects</p> <p>Can provide evidence of where their advice has led to improved environmental outcomes</p>	<p>Entrusted to independently manage complex decisions</p> <p>Applies a range of processes, frameworks or theories for effective decision making and project management</p> <p>Can demonstrate examples of innovating and continually improving decisions and project management</p> <p>Demonstrates strategic and organisational acuity in decision making</p>	<p>Proficiently applies traditional and digital communication mediums</p> <p>Translates complex environmental or scientific information to a range of audiences</p> <p>Displays a high level of self-awareness and refines personal approach to improve communication outcomes</p> <p>Capable of managing complex or hostile stakeholder engagement</p>

Time

