

Form: Initial review	Candidate: Ladash Smith	Candidate workplace: LandscapeRUs				
Status: Complete	Completed by: Liz Zimmerman					
<p>Level 0 Little or no knowledge or understanding of the areas encompassed by the learning objective</p> <p>Level 1 You have acquired some basic knowledge of the areas encompassed by the learning objective and understand basic concepts, but have yet to learn any substantial detail in respect to some or all areas. You have not yet explored how the areas are applied in practice in any depth</p> <p>Level 2 You have a general knowledge and understanding across the areas encompassed by the learning objective. You may have some experience of applying your knowledge and understanding in your practice but you would need to apply your expertise under supervision and may need to ask for advice or approval on the steps you are taking from a more experienced practitioner or senior member of staff</p> <p>Level 3 You have a thorough knowledge of the areas encompassed by the learning objective and have often applied your knowledge in your practice. You understand the implications of your actions and can take responsibility for most decisions in these areas. You are capable of working within the scope of this learning objective with little supervision/need to seek advice</p> <p>Level 4 is achieved very rarely Within the areas encompassed by the learning objective, you fully understand the implications of your actions, are able to foresee problems and come up with effective solutions and strategies. Other people may come to you for decisions, advice and guidance; you are capable of handling decisions in these areas entirely alone and are fully prepared to take personal responsibility for your decisions</p>						
1 Professional judgement and ethics						
Learning objective		Level 0	Level 1	Level 2	Level 3	Level 4
1A Understand what it means to be a professional, the ethical dimension to your actions and responsibilities as a chartered landscape professional			●			
1B Understand and act in accordance with the LI's Code of Conduct and Charter, acting responsibly and professionally in all your dealings			●			
1C Understand the wider contexts in which landscape decisions are made			●			
1D Recognise the expertise of, and adhere to good practice in working with, professionals from other disciplines			●			
1E Understand the importance of developing and maintaining your competence as a professional			●			
Please describe how your candidate has developed this stage of knowledge and understanding		Ladash and I have been working closely together since the beginning of the year. He has coped very well with a wide range of quite difficult professional situations where he has been called upon to behave professionally, represent his organisation, and landscape architecture as a discipline. Ladash demonstrates a good understanding of the Code of Conduct and Charter, and the need for CPD. He has fully engaged in our in-house CPD programme, and has started to read more widely around this area.				
2 Organisation and management						
Learning objective		Level 0	Level 1	Level 2	Level 3	Level 4
2A Understand the legal requirements and obligations which impact on practices and organisations			●			
2B Understand the landscape professional's legal liabilities and duties			●			
2C Understand and observe all health & safety requirements and guidelines			●			
2D Understand how to represent and promote services offered as a department, practice or agency, and the different routes and approaches by which organisations may obtain work		●				
2E Understand and describe the various ways in which organisations are selected, appointed and remunerated to undertake work		●				
2F Adhere to good management practice			●			

Please describe how your candidate has developed this stage of knowledge and understanding	Most of Ladash's knowledge comes from research, combined with his exposure to different systems and forms of practice within his previous employers. We will arrange further sessions on framework agreements, PFI, Design and Build etc in the coming quarter. Ladash and I have agreed to do a session on the appointment arrangements for various projects in the office, particularly focussing on those that Ladash has worked on.				
3 Assessment and analysis					
Learning objective	Level 0	Level 1	Level 2	Level 3	Level 4
3A Are aware of and understand the legislation, requirements, procedures and policies which may affect your work	•				
3B Understand how to identify client requirements and take steps to establish a professional working relationship	•				
3C Understand how to identify user/stakeholder requirements and expectations		•			
3D Understand and are able to utilise the various techniques involved in assessing the significance and context of the landscape/site		•			
3E Understand how to record and report the findings of assessments appropriately			•		
Please describe how your candidate has developed this stage of knowledge and understanding	Ladash has little formal education on this area of the syllabus, and will need to carry out extensive research and reading to get up to speed. Our in-house CPD sessions should also help with this. Ladash has been involved in a number of Environmental Assessments, and has a good working knowledge of the system. He still requires further research and reading around the topic.				
4 Implementation					
Learning objective	Level 0	Level 1	Level 2	Level 3	Level 4
4A Understand and can describe how detailed project plans and budgets are developed with clients		•			
4B Understand how tendering processes for contractors are managed on behalf of the client	•				
4C Understand and describe how to agree contractual arrangements for work with contractors	•				
4D Understand and describe how to monitor and control projects	•				
4E Understand and describe how to manage project completion and handover	•				
Please describe how your candidate has developed this stage of knowledge and understanding	Ladash has least direct day to day experience in this area. Over the next 16 months our office will see up to 19 projects completed from tender stage through to final accounts. This will give Ladash an excellent level of knowledge and experience of contracts. We have agreed to go through the contract agreements for the Boxer scheme Ladash is currently working on. When this goes to tender, we will sit down with the QS and review the documentation.				
5 Options and strategies					
Please describe how your candidate has developed their knowledge and understanding of this element	Ladash and I have discussed how best to cover this are of the syllabus, and how and where it corresponds with other areas of the syllabus. The Boxer project mentioned above will be a chance to see a project through from cradle to grave, along with a variety of other projects he will be working on for the next year.				
6 Continuing professional development					
Please describe how your candidate has developed their knowledge and understanding of this element	Ladash knows that reflection is a key part of this process, and of being a professional. Like a lot of younger members of staff he is determined to become chartered asap, and we therefore be ensuring that his knowledge can keep up to date with this goal. I am sure that he will remember that CPD is something that continues long after that goal is achieved.				