

COMPETENCIES FOR COMPETENCY FRAMEWORK

LANDSCAPE COMPETENCIES

COMPETENCY	Description
Community engagement	<i>Fosters participative community engagement. Proactively seeks out community values, concerns and aspirations, incorporates those values, concerns and aspirations into a decision-making process or processes and establishes an ongoing partnership with the community to ensure that the community's priorities and values continue to be accounted for.</i>
Creative problem solving	<i>Identifies issues, challenges, and opportunities relating to landscapes and/or places and develops and implements effective solutions using initiative and creativity.</i>
Healthy places	<i>Recognises landscapes and/or places as assets with the potential to improve health and wellbeing. Adopts the principles of healthy places that improve the physical aspects of the landscape (air, water and soil quality).</i>
Inclusive environments	<i>Seeks to ensure landscapes and places are accessible and inclusive for all, by working to remove the barriers that create undue effort and separation.</i>
Landscapes as systems	<i>Understands and considers natural processes - soil, air, water and ecological and the role of human intervention including management and maintenance. Understands the important link between plants, animals, trees and materials and habitat development and biodiversity in urban and/or rural settings.</i>
Landscape quality	<i>Promotes quality interventions that integrate with both the function and identity of a landscape and/or place putting land, water, drainage, energy, community, economic, infrastructure and other such resources to the best possible use</i>
Landscape specialisms and industry structure	<i>Understands the role of and is able to work with the range of different landscape specialists to create and conserve great places including landscape designers, managers, scientists, planners and urban designers. Takes account of the work of other landscape specialists in order to provide innovative and aesthetically-pleasing environments for people to enjoy.</i>

Physical and social context of sites/places/landscapes	<i>Accounts for the physical and social context of places and/or landscapes, including visual, environmental, access/use, heritage and evaluates the distinctive, characteristic and functional qualities of component parts and the whole.</i>
Planning, legal and regulatory compliance	<i>Complies with the planning, legal and regulatory framework including but not limited to, town and country planning, access and rights of way, landscape and environment, statutory and non statutory designations associated with landscape, trees and woodlands, ecology, heritage and wildlife.</i>
Research and analysis	<i>Undertakes research and analysis relating to landscapes and/or places including, but not limited to, the way places work and how they look, their history and context, the connections between people and places, movement and design, nature and the built fabric, natural capital, health impact assessments and the processes for ensuring successful places.</i>
Sustainability and resilience	<i>Applies the principles of social, economic and environmental sustainability to landscape projects. Fosters the capacity of landscapes and/or places to survive, adapt, and grow under changing conditions and challenges to their physical, social, economic and technical systems and infrastructure. Seeks to avoid climate change and to manage micro climates. Enhances the value of the environment and implements resource management policies appropriately utilising natural resources.</i>

PROFESSIONAL COMPETENCIES

COMPETENCY	Description
Communication, negotiation, influencing and engagement	<i>Understands and uses appropriate, clear and concise written, verbal and visual communication for specific circumstances and audiences. Gives engaging presentations. Engages effectively with stakeholders and is able to influence others and negotiate to reach agreement and resolve conflicts. Designs, composes and produces visual information to connect people with thoughts and ideas using a range of different media and forms.</i>
Data management	<i>Hold, use and share information and data adopting appropriate security measures and understands and applies relevant legal and ethical standards and organisational data management procedures.</i>
Digital practice	<i>Uses digital technology and media to perform tasks, solve problems, communicate, manage information, collaborate and create.</i>
Economic systems and context	<i>Understands and applies the system of production, resource allocation and distribution of goods and services relevant to a country/nation of practice.</i>

Equality and diversity	<i>Treats all individuals with respect, responds sensitively to differences and encourages others to do likewise. Seeks to ensure equality of opportunity for all. Supports principles of fairness of opportunity for all. Plays a part in creating a culture and practice that recognises, respects and values people's differences for the benefit of all.</i>
Health and safety	<i>Complies with relevant health and safety legislation and regulation and organisational policies. Manages risk including the identification of hazards, assessment of risks and implementation of control measures. Manages own personal safety and that of others.</i>
Management of organisations and services	<i>Contributes to the operational, financial, strategic, people and risk management of practices and organisations providing landscape services. Delivers high standards of client and customer care.</i>
People management and leadership	<i>Manages people development, their work activities and performance. Continuously improves team performance and shows leadership to influence, motivate, and enable others to to maximise their contribution to the business.</i>
Governance of societies (legal and political)	<i>Understands and has the ability to work within the political and legal framework of the countries/nations of practice.</i>
Professional judgement, ethics and values	<i>Complies with the Landscape Institute's Code of Conduct and Charter and relevant laws relating to professional responsibility relevant to the country of practice. Fosters and maintains a professional working relationship with clients and customers, and shows commitment to reflective practice and to developing and maintaining competence.</i>
Project management	<i>Plans, structures and prioritises own work to achieve results. Uses appropriate processes, methodologies, tools and techniques to manage projects effectively. Manages time, budget and risk and evaluates projects. Manages conflicts and adopts appropriate methods of conflict avoidance and resolution.</i>
Team working and collaboration	<i>Works effectively in teams. Develops effective working relationships and shows inter disciplinary understanding and cooperation</i>

SPECIALIST COMPETENCIES

COMPETENCY	Description
Arboriculture and woodland	<i>Recognises the importance of trees and woodland as part of both urban and rural landscapes including their ecological, economic, socio-cultural and aesthetic roles. Considers the principles of silviculture, including species selection according to site conditions, artificial and natural regeneration of woodlands and interventions. Creates management plans.</i>
Contract administration	<i>Manages tendering processes and agrees contractual arrangements for work with contractors. Administers projects ensuring the correct contractual procedures and fair, effective administrative practices are followed and that the contract is accurately and completely recorded from inception to completion. Deals with insurances, contract instructions, variations, practical completion and defects.</i>
Design - garden	<i>Formulates/interprets project briefs. Blends creative and artistic skills with a scientific understanding of horticulture, plants and materials to create and represent proposals for the design of gardens.</i>
Design - landscape	<i>Formulates/interprets project briefs. Creates and represents proposals for the design, planning or management of landscape projects, including verbal and visual representation, two and three dimensional and temporal contexts. Presentation of design proposals to a range of professional and lay audiences.</i>
Design -play and/or recreation (to include one of golf courses, play areas, parks, sports facilities)	<i>Formulates/interprets project briefs. Blends an understanding of user requirements, legal and regulatory requirements, horticulture, plants and materials to create and represent proposals for the design of play and/or recreational facilities.</i>
Design – public realm	<i>Designs a public realm that provides a connected, inclusive and intuitive user experience and responds to the local character of the area providing a sense of place. Creates designs that are vibrant, modern and with a distinct local character, that integrate maintenance needs with design needs and ensure that appearance is in keeping with structural and functional design concepts.</i>
Digital technology and photography	<i>Researches, surveys, plans, designs, communicates and/or presents landscapes and places using appropriate digital tools and visualisation techniques (including photography). Uses digital technologies to transfer information and to facilitate understanding and representation of a current or future reality and for recording, analysing, manipulating and expressing ideas. Uses current processes for creating and managing digital information.</i>
Education and knowledge exchange	<i>Undertakes knowledge exchange activities to share ideas, experience and expertise relating to landscape which is mutually beneficial to all parties involved.</i>
Grants and funding	<i>Contributes to a fundraising strategy and action plan. Identifies opportunities for grants and funding. Writes applications for funding. Delivers and evaluates funded projects. Understands and manages relevant legal & legislative mechanisms that provide funding for landscapes or places eg levies, service charges, taxes etc</i>

Habitats and species	<i>Contributes to the enhancement of biodiversity, creation and diversity of habitats for a range of species. Uses appropriate ecological techniques and applies seasonal constraints for projects. Identifies, and evaluates habitats in accordance with local, national and international classifications and at a variety of spatial scales. Uses appropriate metrics for habitat evaluation.</i>
Heritage landscapes/places	<i>Contributes to the identification, protection, management and/or celebration of heritage assets. Considers the cultural and natural heritage value attached to landscapes/places and how they interrelate. Contributes to conservation management plans setting out the significance of a heritage asset and how that significance will be retained in any future use, management, alteration or repair.</i>
Landscape assessment	<i>Prepares formal landscape assessments including but not limited to Landscape and Visual Impact Assessments, Landscape Character Assessments, Landscape Sensitivity Assessments and/or Seascape Character Assessments. Ensures approach and methods adopted are appropriate to the specific circumstances and considers appropriate mitigation measures.</i>
Landscape construction (materials and systems)	<i>Identifies and selects appropriate palettes of materials with consideration of site, context, intended use, structural performance, sustainability characteristics, intended lifespan, maintenance and financial implications.</i>
Landscape ecology	<i>Considers the relationships organisms have with their environments and the impact of human led and natural change. Seeks to improve relationships between ecological processes in the environment and particular ecosystems within a variety of landscape scales and development spatial patterns.</i>
Landscape engineering	<i>Works in interdisciplinary teams to apply principles of engineering and other sciences to the design and creation of anthropogenic landscapes (human landscapes). Holistically considers landforms, substrates, ecology and vegetation throughout all phases of design and construction.</i>
Landscape planning and/or policy	<i>Develops and/or applies strategies, policies and plans to create successful environments, in both urban and rural settings, for the benefit of current and future generations. Advises on or manages proposals for change which may affect the landscape. Assesses and seeks to resolve environmental, economic and social opportunities and constraints and take these into account in addressing a landscape's potential and capacity to accommodate change. Contributes to applications for planning consents.</i>
Landscapes/places and people (including tourism)	<i>Manages the demands of people and nature. Creates a positive user experience and maximises the local benefits that visitors can bring to the environment, economy and community whilst adopting measures to ensure conservation of the natural or urban environment. Seeks to ensure landscapes and places are accessible and inclusive for all. Contributes to the creation and implementation of user/visitor management plans. Obtains and addresses feedback from users and ensure continuous improvement.</i>

Management of landscapes	<i>Cares for land in ways that ensure that landscapes and/or places can fulfil needs and aspirations in an effective and sustainable manner for present and future communities of users. Responds to the needs of owners, managers and users of land. Ensures that landscapes can be effectively maintained and managed over time, prepares management plans and strategies, advises on new developments, designs and plans, and provides management based solutions to site issues.</i>
Master planning	<i>Determines the future development of an area (urban and/or rural) by setting a vision, framework and design guidance showing how it will be achieved. Works collaboratively in a multidisciplinary team to provide integrated solutions that meet operational and commercial objectives whilst being responsive to the environment and the needs of local people and communities.</i>
Natural Capital & Ecosystems Services	<i>Recognises and values the benefits associated with the environment within the accounts produced for an organisation or other accounting unit (such as a specific area of land)</i>
Place management	<i>Manages places to bring about positive economic change using a coordinated, area-based, multi-stakeholder approach to improve locations, harnessing the skills, experiences and resources of those in the private, public and voluntary sectors.</i>
Planting	<i>Identifies and selects appropriate plant palettes with consideration of climate conditions, microclimate influences, soil, sun, moisture and wind. Evaluates and selects appropriate plants to perform environmental, functional and aesthetic roles for outdoor spaces and built environments. Applies the principles of creative planting design to form an artistic composition.</i>
Protected landscapes/places	<i>Contributes to the identification, protection, management and/or celebration of protected landscapes/places. Develops and delivers projects that will conserve and enhance protected landscapes. Promotes opportunities for the understanding and enjoyment of protected landscapes by the public whilst fostering the economic and social well-being of local communities.</i>
Soil management, conservation and improvement	<i>Understands and applies principles of soil pedology, physics, science, chemistry, biology and mineralogy. Identifies appropriate soil management strategies including cultivations, drainage, irrigation, assessment of potential soil structure degradation, land reclamation, land restoration and the prevention of soil erosion and damage. Commissions/undertakes soil surveys to assist in the development of land management strategies or in the resolution of planning conflicts.</i>
Visualisation	<i>Selects an appropriate type of visualisation for its purpose and use. Uses a range of augmented, virtual and mixed realities and immersive environments to prepare visualisations based on project requirements.</i>

Water management

Prioritises all elements of the water cycle using the principles of Water Sensitive Urban Design (WSUD). Plans, designs and/or manages landscapes that integrate Sustainable Urban Drainage Systems (SuDS) and reduce the risk of flooding. Uses principles of natural drainage to absorb or attenuate water into permeable and vegetated surfaces to better manage the flows of water.