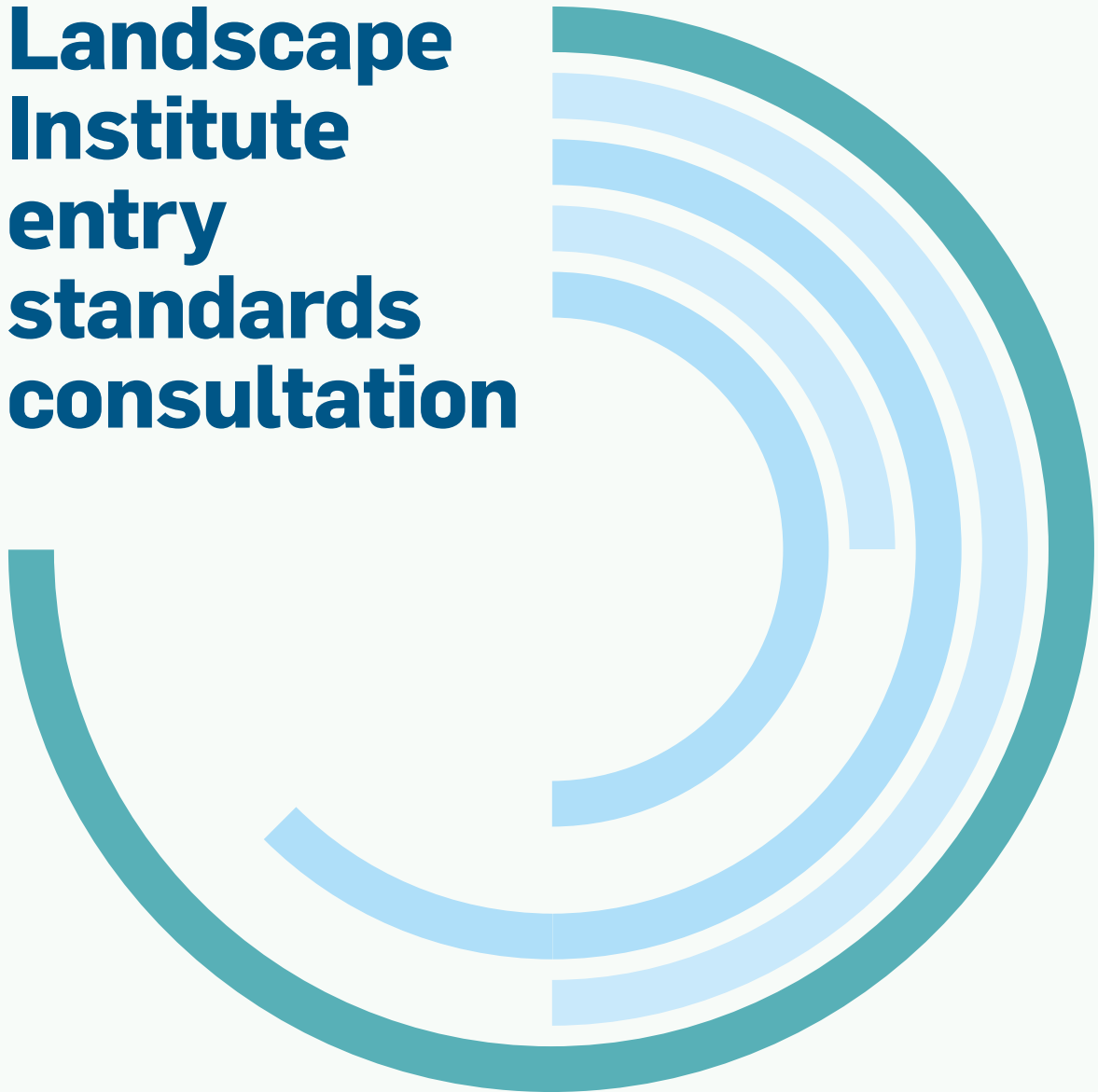


Landscape Institute entry standards consultation





As the professional body for the landscape sector, it is the Landscape Institute's role to continually reflect the changing needs of landscape practitioners, helping them remain trusted, relevant and successful, today and in the future.

In addition to awarding professional recognition to landscape architects, the Landscape Institute recognises the need to:

- Welcome more practitioners who work across the breadth of landscape fields.
- Reflect new and emerging areas of practice.
- Attract, include and support professionals from wider and more diverse backgrounds.

After a period of research starting in 2017 the LI has been working with our sector to develop this new framework that reflects current and emerging areas of landscape practice. This is the first major update to

our entry requirements in over a decade. We have also sought to ensure that skills related to sustainability, climate, resilience and biodiversity are central to the work of landscape architects and related landscape professionals going forward. Reflecting our research, we have also focused more on professional, people and human skills in our framework. It has also been drafted to be jurisdictionally neutral reflecting the divergence in law, especially in planning, across the UK nations and the significant number of LI members who now practice in locations around the world.



Timeline of the development of our Competency Framework

2017

- **Education and practice review research.** This included 'The State of Landscape' practice review seeking the views of landscape professionals and the Education Review to help us understand current challenges and trends in the sector, joining the dots between education providers, employers and professional bodies

2018

- Publication of the '[Future State of Landscape](#)' report which collates the findings from the above research and sets out the case for updating our entry standards. and developing a Competency Framework
- **Development of competency areas**

2020

- Board approval of **draft Competency Framework**
- **Public consultation** – the subject of this paper
- Board approval of **Competency Framework for consultation** – to follow this consultation

2019

- [Consultation on competency areas](#)
- Establishment of new **Entry Standards Steering Group**
- [Recruitment of a team of Technical Authors](#)
- Member approval for a new **Technician grade of membership**

2021+

- **Phased implementation of the Competency Framework**





We need your feedback and expertise to help us to now finalise the framework

We are seeking your views on the detailed definitions and proposed topics for inclusion as part of proposed requirements for the pathways to Chartered and Technician grades of membership going forward. This will help us to make sure that the definitions and requirements for membership are appropriate and fit for purpose.

To help us gather and assess your feedback, we have created an online consultation, which will be open until 31 May 2020. We will also be running a series of online workshops.



How will we use the Competency Framework?

- The Landscape Institute Competency Framework will describe the main skill areas that our members and thus the profession as a whole spans. It will be used to:
- Set clear standards of entry to each level of professional membership
- Serve as a professional development tool for members and helps members to identify and record their Continuing Professional Development (CPD) needs and activities
- Help define the content of Continuing Professional Development (CPD) events that the LI and potential partners deliver
- Support employers with recruitment and progression of their emerging talent
- Be used for assessing expert groups in the landscape profession
- Align landscape with other professional sectors





About the structure of the Competency Framework

The Competency Framework reflects the common skills that the landscape profession as a whole need to deliver their professional advice to others. We have chosen three categories to group the similarities and differences of landscape practice into a simple structure:



Landscape competencies

These are the skills, behaviours and areas of knowledge that are unique to the landscape profession. (Referred to as 'working with place and nature' competencies.)



Professional competencies

These are the skills, behaviours and areas of knowledge that are considered essential amongst professionals across all sectors. These closely reflect skills many other professions also require of their members.



Specialist competencies

These are the specific skills, behaviours and areas of knowledge required for certain fields of practice across the entire landscape profession. Most members would only have a selection of these skills.

In the future, an individual's level of achievement against each competency would be assessed as follows:

A. Understanding

The individual understands the application of this competency in practice.

B. Able

The individual has experience of applying this competency in practice.

C. Accomplished

The individual consistently applies this competency in practice and can confidently make decisions and recommendations in this area.

D. Expert

The individual has expert knowledge of this competency and extensive experience applying it in practice. They are recognised as an authority in this area by others within and/or outside their organisation.

How will we use the Competency Framework to set standards of entry to membership?

Technician

We are introducing a new grade of Technician membership as we already have many technicians and landscape assistants working in our sector and for new entrants to the sector there will be an Apprenticeship for Landscape Technicians. Potential job roles for this grade of membership include:

Junior Landscape Architect, Landscape Assistant, Landscape Technician, Landscape Visualiser Landscape CAD Technician, BIM Technician, GIS Technician, Landscape Technologist, Assistant Parks Manager, Parks Officer and Landscape Clerk of Works.

This new membership grade was agreed by members last year and we are now needing to set entry requirements. For many this will be a destination in its own right whilst for others it may be a stepping stone from which they may in the future seek Chartered Membership.

Page 7 illustrates the number and level of competencies that new Technician members will need to demonstrate.

Chartered member

As we increasingly welcome practitioners from a range of landscape fields of practice we will be more specific about the educational requirements and competencies required for those wishing to call themselves a Chartered Landscape Architect. This will ensure that we maintain equivalence to International Federation of Landscape Architecture (IFLA) requirements for landscape architects. There will be no change for any existing CMLI.

Once completed, the Competency Framework will be used as a basis to determine entry requirements for every new member entering the profession at different professional grades of membership.

There will, therefore, be two pathways to Chartered Membership:

1 Chartered Landscape Architect



2 Chartered Landscape Professional

Page 8 illustrates the number and level of competencies that new members on both pathways to chartership will need to demonstrate.



Technician – elements of the Competency Framework

Select to go to definition page

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Specialist competencies

1 at **Level C** or 2 at **Level B** from entire list of specialist competencies

Maximum of 1 from:

- Contract administration (this must be taken to Level C by anyone wishing to work as a Contract Administrator)
- Contract management
- Procurement and tendering

Maximum of 1 from:

- Design – garden
- Design – landscape
- Design – public realm

Members will be required to meet a selection of these competencies based on their knowledge and experience

Professional competencies

Members need to achieve all competencies at levels indicated:

Level A **Level B**

plus 1 other from list at Level B

These competencies are common across all professional sectors.

Landscape competencies

Members need to achieve all competencies at levels indicated:

Level A **Level B**



plus 2 others from list at Level B

Common across all landscape sectors, these competencies define the unique nature of our profession. All future members will be required to meet them at some level.



Chartered Member – elements of the Competency Framework

Select to go to definition page

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Specialist competencies

1 Chartered Landscape Architect Pathway

Choose from specialist competencies in dashed boxes:

3 at **Level C** and 2 at **Level B**

Maximum of 1 from:

- Contract administration
- Contract management
- Procurement and tendering

Maximum of 2 from:

- Design – garden
- Design – landscape
- Design – public realm

2 Chartered Landscape Professional Pathway

Choose from the entire list of specialist competencies:

3 at **Level C** and 2 at **Level B**

Maximum of 1 from:

- Contract administration
- Contract management
- Procurement and tendering

Maximum of 2 from:

- Design – garden
- Design – landscape
- Design – public realm

Members will be required to meet a selection of these competencies based on their knowledge and experience



Professional competencies

Members need to achieve all competencies at levels indicated:

Level A **Level B** **Level C**

These competencies are common across all professional sectors.

Landscape competencies

Members need to achieve:

5 at **Level C** and

5 at **Level B**

and:

- Sustainability, climate change and resilience at **Level C**

Common across all landscape sectors, these competencies define the unique nature of our profession. All future members will be required to meet them at some level.



Next steps

This is the final major stage of member and practitioner consultation for this new LI competency framework. Alongside the online survey, there are a series of online workshops being run by the LI during May. It is intended that all consultation will be completed by the end of May 2020. The Entry Standards Steering Group will be consulted on the results of the consolidated feedback from this consultation in early June.

The Technical Authors will then revise the competencies based on this feedback by the end of June 2020 and the revised versions will be reported to the LI's Education and Membership Committee and then the LI's Board of Trustees later in the year.

The framework is due to be published in late 2020 with the intention of beginning gradual implementation of it for CPD events and new membership enrolments on a pilot basis in 2021. We will then review the findings from the pilot before a wider roll out. This will become a basis for membership assessments supported with relevant guides across most types of membership. It will replace our current LI elements and areas of practice document.

The intention is that the framework is dynamic and can be easily added to with new specialist competencies in the future as required, to ensure that it remains relevant and up to date with any changes in the sector.

As communicated throughout this project Existing Pathway to Chartership candidates will have at least 2 years from after this new framework is adopted (after mid 2021) to complete examinations under our existing entry standards (at least until 2023) as we transition over time to a new system of entry based on this emerging framework. We will also be seeking some existing pathway candidates to assist trialling any new membership entry requirements arising from this project.

You may find answers to your questions in our FAQs at (landscapeinstitute.org/entry-standards/) but if you would like to discuss or feed into the project further please contact:

Christina Hirst
Entry Standards Consultant
Email: christina.hirst@landscapeinstitute.org

The competency areas



Landscape competency

These are the skills, behaviours and areas of knowledge that are unique to the landscape profession. (Referred to as 'working with place and nature' competencies.)



Professional competency

These are the skills, behaviours and areas of knowledge that are considered essential amongst professionals across all sectors. These closely reflect skills many other professions also require of their members.





Specialist competency






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Landscape competency areas


(in alphabetical order)

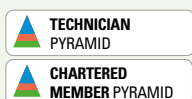
Landscape competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Community engagement	Fosters participative community engagement. Proactively seeks out community values, concerns and aspirations, incorporates those values, concerns and aspirations into 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.	Demonstrates an understanding of the purpose and importance of community engagement, the relevant methods that can be adopted and appropriate timings.	Contributes to community engagement relating to landscape projects. Designs engagement activities and reports on community comments and concerns.	Identifies need for and undertakes participative community engagement and incorporates values, concerns and aspirations into a decision making process and establishes an ongoing partnership with the community.	Is a recognised authority on community engagement and is called upon to provide expert advice and recommendations on how to engage communities on a range of complex landscape projects.
 TECHNICIAN PYRAMID  CHARTERED MEMBER PYRAMID	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> Community engagement The importance for your landscape specialism How to ensure inclusive engagement The different methods of engagement The tools and techniques that can be used to understand community views and values and to build consensus statutory requirements for consultation and community involvement Best timing for different methods How the political context may influence choice 	Can: <ul style="list-style-type: none"> Identify stakeholders Identify and minimise barriers Design appropriate engagement methods Proactively contribute to/participate in a range of community engagement activities including face to face and remote methods Obtain, record, analyse and summarise feedback 	Can: <ul style="list-style-type: none"> Develop plans for engaging communities on landscape projects Undertake community engagement using a range of appropriate methods and sub-commissioning outside expertise where needed Demonstrate the statistical significance of results Make decisions based on the feedback from your engagement Develop partnerships with communities relevant to your landscape specialism 	Are called upon to: <ul style="list-style-type: none"> Provide expert advice to others on how to engage communities Train and develop others to proactively engage with communities Advise industry bodies (or similar) on best practice in community engagement
Creative problem solving	Identifies issues, challenges, and opportunities relating to landscapes and/or places and develops and implements effective solutions using initiative and creativity.	Demonstrates an understanding of the challenges and opportunities relating to landscapes/places, how to identify and recognise issues, challenges and opportunities and the potential solutions	Contributes to identifying how to apply creative solutions to solving landscape/places related issues, challenges and opportunities	Actively identifies challenges and opportunities of landscapes/places and solves problems using initiative, creativity and innovation	Is a recognised authority on creatively solving landscape/place related challenges and is called upon to provide expert advice and recommendations on finding and implementing creative and innovative solutions to challenges on a range of complex landscape/place projects.
 TECHNICIAN PYRAMID  CHARTERED MEMBER PYRAMID	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> The range of opportunities and challenges facing landscapes/places The methods for identifying issues, challenges and opportunities Appropriate methods to reveal solutions to address issues, challenges and opportunities How to account for a range of issues when finding solutions relating to landscape/places 	Can: <ul style="list-style-type: none"> Identify issues, challenges and opportunities for simple projects Assist in finding solutions that address issues, challenges and opportunities Account for a range of issues in a simple landscape/place project 	Can: <ul style="list-style-type: none"> Develop plans for finding innovative solutions to problems Independently solve problems in complex projects Show creativity, initiative and innovation in solving landscape/place problems Implement effective solutions 	Are called upon to: <ul style="list-style-type: none"> Provide expert advice on solving landscape/place related challenges Train and develop others in creative problem solving Advise industry bodies (or similar) on creative problem solving




Landscape competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Healthy places	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).	Demonstrates an understanding of the principles of healthy places and related national and local policies	Contributes to the planning/design and/or management of landscapes and places that positively influence the health and wellbeing of communities.	Creates landscapes or places that embed the principles of healthy places.	Is a recognised authority on the creation of landscapes as healthy places that improve health and wellbeing
 TECHNICIAN PYRAMID  CHARTERED MEMBER PYRAMID	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> The meaning of health and wellbeing including physical and mental aspects Public health policy and practice and how this relates to landscape interventions What makes a healthy landscape The evidence base of links between attributes of the landscape and health and wellbeing Social, personal and other environmental factors that affect health The principles of healthy places developed by the Landscape Institute 	Can: <ul style="list-style-type: none"> Contribute to applying the principles and approaches that are essential to the creation of healthy places Propose specific interventions to achieve positive outcomes for people's health and wellbeing through landscape Work with other professionals to ensure that external environments are conducive to health 	Can: <ul style="list-style-type: none"> Lead the application of the principles of healthy places to landscape projects Treat landscapes as important for health and wellbeing Use tools such as Health Impact Assessments to assess the ways in which projects can contribute towards positive health outcomes Encourage and support collaboration with other professionals to ensure places promote health & wellbeing 	Are called upon to: <ul style="list-style-type: none"> Provide expert advice on healthy places Train and develop others to plan, design or manage healthy places and embed the five principles Act as an ambassador for healthy places Advise industry bodies (or similar) on the links between landscape, health and wellbeing
Inclusive environments	Seeks to ensure landscapes and places are accessible and inclusive for all, by working to remove the barriers that create undue effort and separation.	Demonstrates an understanding of the principles and processes that deliver accessible and inclusive environments and the related legal requirements	Contributes to providing landscapes that are convenient and enjoyable to use by everyone and comply with legal requirements and policies.	Applies the principles and processes that deliver accessible and inclusive environments. Acknowledges diversity and difference.	Is a recognised authority on accessible and inclusive environments is called upon to provide expert advice and recommendations on how to ensure landscapes and places are accessible and inclusive to all
 TECHNICIAN PYRAMID  CHARTERED MEMBER PYRAMID	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> The meaning of inclusivity Best practice guidance and standards The diversity of user needs Legal, planning policy, building regulations and health and safety requirements relating to inclusive environments The barriers that can create undue effort and separation 	Can: <ul style="list-style-type: none"> Identify barriers that can create undue effort and separation Apply best practice guidance standards Acknowledge different user needs Comply with legal, planning policy, building regulations and health and safety requirements relating to inclusive environments 	Can: <ul style="list-style-type: none"> Embed the principles of inclusive environments in landscape projects Deliver projects that meet the diversity of user needs Remove barriers that create undue effort and separation 	Are called upon to: <ul style="list-style-type: none"> Champion accessible and inclusive landscapes/places Provide expert advice to others on inclusive environments Train and develop others to apply the principles and processes of inclusive environments Advise industry bodies (or similar) on inclusive environments

Landscape competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Landscapes as systems	Understands and considers natural processes – soil, air, water, carbon and ecological systems 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.	Demonstrates an understanding of natural processes and ecosystems and opportunities for improvements to biodiversity through landscape projects.	Considers natural processes and ecosystems on landscape projects and promotes opportunities to develop habitats and improve biodiversity.	Provides solutions to improve natural processes, ecosystems and biodiversity on landscape projects at all scales through intervention in a context relevant to a landscape specialism	Is a recognised authority on landscapes as systems and is called upon to provide expert advice and solutions on how to integrate improvements to, and monitor the success of, landscape systems on complex projects and involving a range of interventions at multiple scales, in varying settings and in different climates and geographic locations.
 TECHNICIAN PYRAMID  CHARTERED MEMBER PYRAMID	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understands: <ul style="list-style-type: none"> Landscapes as ecological systems The importance and relevance for your landscape specialism Natural environmental systems: water cycle, water filtration, ecosystems, plant life cycle, climate and microclimate, weather, geomorphological, carbon cycle and the interaction of these with anthropogenic systems Habitat development and succession The role of, techniques for, and implications of human intervention in natural systems Biosecurity and plant health 	Can: <ul style="list-style-type: none"> Identify the landscape systems relevant to each project/site/area Proactively contribute to promoting and improving biodiversity and biosecurity through landscape/place projects Contribute to interventions in the operation of natural landscape-based systems to achieve specific objectives for clients, society, wildlife, water, carbon, and stability and anticipate the implications of so doing Seek specialist advice when required 	Can: <ul style="list-style-type: none"> Consider all natural environmental systems in landscape projects and activities Factor into decision making the interconnection between environmental systems and anthropogenic systems Orchestrate multiple interventions in environmental and anthropogenic systems to achieve objectives 	Are called upon to: <ul style="list-style-type: none"> Provide expert advice to others on how to assess landscapes as systems, implement improvements and monitor success Train and develop others to apply the principles and processes of creating landscapes as systems Advise industry bodies (or similar) on creating landscapes as systems
Landscape quality	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	Demonstrates an understanding of landscape quality in respect of both the function and identity of landscape/place	Considers function and identity through landscape/place projects and contributes to the promotion of quality interventions that create high quality landscapes	Undertake quality interventions to improve and develop landscape quality and make best use of resources	Is a recognised authority on landscape quality and is called upon to provide expert advice and solutions on how to improve landscape quality.
 TECHNICIAN PYRAMID  CHARTERED MEMBER PYRAMID	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> The various factors that may be associated with definitions of judgements about quality, and in relation to utility and functionality Methods for evaluating landscape quality and their limitations Standards relating to quality and quality assurance Appreciation of methods to improve quality of workflows, such as 'internal customer', BIM, stakeholder engagement, 	Can: <ul style="list-style-type: none"> Contribute to an objective evaluation of a landscape Develop plans for interventions to address matters of landscape quality Comply with relevant quality standards for own workflows Report on and illustrate aspects of landscape quality in an engaging and technically adept way Be able to handle objective and subjective aspects competently in communications Benchmark own performance using quality standards 	<ul style="list-style-type: none"> Can: Ensure operation within the context of quality standards and explicit objectives for quality assurance Secure quality interventions which work in detail as well as strategically to meet client and societal needs Are capable of planning an evaluation of landscape quality when required Exploit mechanisms such as quality marks, awards, excellence frameworks and management systems to secure longer-term solutions Develop a quality-focus in organisational culture 	Are called upon to: <ul style="list-style-type: none"> Provide expert advice to others on landscape quality Train and develop others to undertake quality interventions Advise industry bodies (or similar) on landscape quality Develop new national quality marks or standards

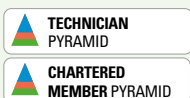
Landscape competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Other Landscape specialisms and industry structure	Understands the role of and is able to work with the range of different landscape specialists	Demonstrates an understanding of the role of the different landscape specialists and the different roles they play and skills they bring to the profession	Works with and/or engages with other landscape specialists and other professionals	Proactively collaborates with other landscape specialists and other relevant professionals	Is a recognised authority on the links between the different landscape specialists and with other relevant professionals
 TECHNICIAN PYRAMID  CHARTERED MEMBER PYRAMID	To be competent you will need to demonstrate that you:	Understand: <ul style="list-style-type: none"> • The role of the Landscape Institute in supporting different landscape specialisms • Other bodies relevant to your specialism • The role of the different landscape specialists, including but not limited to designers, managers, scientists, planners, ecologists, urban designers and place managers • The interaction between the different landscape specialists • The role of other professionals and professional bodies in the built and natural environment 	Can: <ul style="list-style-type: none"> • Identify where other specialists should be involved • Work with other landscape specialists • Work with other professionals in the built and natural environment 	Can: <ul style="list-style-type: none"> • Collaborate with other landscape professionals to find solutions • Collaborate with other professionals to find solutions • Make decisions taking account of the input from other specialists 	Are called upon to: <ul style="list-style-type: none"> • Provide expert advice to others on the links between and the differences between the different landscape specialisms and professions • Train and develop others to work with other specialists • Advise industry bodies (or similar) on the landscape specialisms
Physical and social context of sites/places/landscapes	Accounts for the physical and social context of places and/or landscapes, including visual, environmental, access/use, heritage and assesses the distinctive, characteristic and functional qualities of component parts and the whole.	Demonstrates understanding of the physical and social context of landscapes and/or places and the importance of this	Contributes to accounting for the physical and social context of landscapes and/or places	Actively assesses and considers the physical and social context of landscapes and/or places	Is a recognised authority on the context of landscapes
 TECHNICIAN PYRAMID  CHARTERED MEMBER PYRAMID	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> • The different drivers for which landscape context can be defined • Methods for defining landscape context including landscape and townscape character • The importance of defining landscape context • How to assess the attributes of landscapes 	Can: <ul style="list-style-type: none"> • Explain the physical and social context of an area or topic under consideration • Define landscapes at varying scales accounting for the physical and/or social context • Contribute to assessing the attributes of landscapes 	Can: <ul style="list-style-type: none"> • Account for the physical and social context of landscapes • Evaluate the distinctive, characteristic and functional components 	Are called upon to: <ul style="list-style-type: none"> • Provide expert advice to others on the context of landscapes • Train and develop others to account for the context of landscapes • Advise industry bodies (or similar)

Landscape competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Planning, legal and regulatory compliance	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.	Demonstrates understanding of the planning, legal and regulatory framework relevant to landscape and to the individual's country of practice	Applies the principles of relevant planning, legislation or regulations to simple projects	Provides reasoned advice and recommendations to ensure compliance with legal and regulatory requirements relevant to the landscape specialism. Represent clients to statutory bodies or other parties relating to planning, legal and regulatory compliance.	Is a recognised authority on planning, legal and regulatory compliance and is called upon to provide expert advice and recommendations on such compliance
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	<p>Understand:</p> <ul style="list-style-type: none"> The statutory process for making planning applications The Planning Appeal process Planning policy at national and sub-national levels The role of government in strategic infrastructure development Environmental Impact Assessment Building regulations relevant to the country of practice Legislation and regulations regarding access, easements and rights of way Statutory and non statutory designations associated with landscape, trees and woodlands, ecology, heritage and wildlife The broad structure of statutory and non-statutory guidance available relating to landscape Any mandatory requirements of the Landscape Institute 	<p>Can:</p> <ul style="list-style-type: none"> Comply with the legal and regulatory framework relating to landscape, land, trees, species, habitats, heritage and rights of way in your country of practice Comply with planning requirements for landscape projects Take account of environmental impact assessments Comply with the requirements of statutory and, where appropriate, non statutory designations Comply with any mandatory requirements of the Landscape Institute 	<p>Can:</p> <ul style="list-style-type: none"> Advise others on legal and regulatory compliance Can interpret the implications of emerging regulations Provide recommendations on how to comply with legal and regulatory requirements 	<p>Are called upon to:</p> <ul style="list-style-type: none"> Provide expert advice to others on issues relating to planning, legal or regulatory compliance Train and develop others to comply with planning, legal and regulatory compliance Advise industry bodies (or similar) on planning, legal or regulatory compliance relating to landscape Represent clients to other bodies, e.g. at planning hearings or Public Inquiries








Landscape competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Research and analysis	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.	Demonstrates understanding of the methods and types of formal and informal research and analysis that can be used in the landscape sector	Contributes to the undertaking of research and analysis relating to the individual's landscape specialism	Undertakes complex research and analysis with detailed justified and evidenced recommendations relating to the individual's landscape specialism	Is a recognised authority on the undertaking of research and analysis relevant to a landscape specialism
 	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> • The different research methods that can be used including both qualitative and quantitative methods • Methods used to collect relevant data • How to analyse data for specific purposes • Technology to support research • How to structure a research project • Methods and techniques for assessing landscapes/sites as appropriate to your specialism • How to assess a landscape/site in terms of its capacity to meet a specific project brief • Confidentiality and ethical issues 	Can: <ul style="list-style-type: none"> • Plan a simple research activity • Collect data • Undertake simple data analysis • Draw conclusions 	Can: <ul style="list-style-type: none"> • Plan and undertake complex research relating to landscapes/sites • Analyse complex data sets • Draw insightful conclusions • Make reasoned and justified recommendations based on research undertaken 	Are called upon to: <ul style="list-style-type: none"> • Provide expert advice to others on research and assessment • Train and develop others to research and assessment, e.g. Ph.D supervision • Advise industry bodies (or similar) on research and assessment relating to landscape


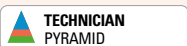
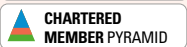


Landscape competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Sustainability, Climate and Resilience	Applies the principles of social, economic and environmental sustainability to landscape projects. Fosters the capacity of landscapes and/or places to 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.	Demonstrates an understanding of the importance of sustainability to landscapes and places and the challenges of climate and other changing conditions.	Contributes to embedding sustainability into landscape projects and building resilience	Proactively promotes sustainability and the efficient use of resources within landscape projects	Is a recognised authority on and ambassador for sustainability and the need to build resilience in landscapes and places.
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	<p>Understand:</p> <ul style="list-style-type: none"> • The meaning of sustainability and resilience, including concepts such as the three pillars of sustainability – social, economic and environmental • The importance of sustainability • Climate change and the impact of extreme weather events on landscapes • Sustainable biosecurity and plant health • The need to and consequences of 'hardening' e.g: streetscapes against terrorism; coasts and hillslopes against erosion; landscapes against flooding, • Ways to reduce carbon footprint, water and energy requirements of landscapes • Ways to mitigate the impact of climate change and manage micro climates • Legislation, regulation, and planning requirements and grassroots movements regarding climate change and sustainability in your country of practice • Relevant Landscape Institute Technical Guidance Notes and Mandatory Requirements 	<p>Can:</p> <ul style="list-style-type: none"> • Apply the principles of the three pillars of sustainability to landscape projects • Implement resource management policies appropriately • Comply with legislation, regulation and planning requirements • Take affirmative action through interventions to help address climate change 	<p>Can:</p> <ul style="list-style-type: none"> • Embed sustainability and an appropriate response climate change into all projects • Seek innovative solutions to mitigate climate change and ensure landscape resilience • Work with stakeholders and collaborate with others to foster the capacity of landscapes to survive, adapt and grow under changing conditions and challenges to their physical, social, economic and technical systems and infrastructure. 	<p>Are called upon to:</p> <ul style="list-style-type: none"> • Provide expert advice to others sustainability and resilience • Train and develop others regarding sustainability and resilience • Advise industry bodies (or similar) sustainability and resilience













Professional competency areas


(in alphabetical order)

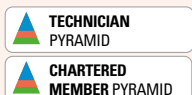
Professional competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Communication, negotiation, influencing and engagement	This competency looks at the way in which a landscape professional communicates both with colleagues and consumers of landscape services. Landscape professionals competent in this area understand and use appropriate, clear and concise written and verbal communication for specific circumstances and audiences. They engage effectively with stakeholders and are able to effectively influence others and negotiate to reach agreement and resolve conflicts.	Demonstrates an understanding of the importance of appropriate communication and the need to gain support for specific ideas.	Contributes to the provision of appropriate communications. Can gain support for ideas in order to advance the objectives of specific projects and influence outcomes.	Employs communication appropriate to a variety of audiences. Is able to build strong working relationships with others and is able to present key points persuasively.	Is an authority on the provision of written and oral advice on situations of varying complexity. Is expert in the negotiation of difficult situations and has substantial impact, achieving positive outcomes.
 TECHNICIAN PYRAMID  CHARTERED MEMBER PYRAMID	To be competent you will need to demonstrate that you:	Understand: <ul style="list-style-type: none"> • Oral, written and graphic communications appropriate to specific audiences • The need to gain support for ideas in order to advance the objectives of specific projects and influence outcomes 	Can: <ul style="list-style-type: none"> • Use of oral, written and graphic communications that are appropriate to specific audiences • Gain support for your ideas in order to advance the objectives of specific projects and influence outcomes 	Can: <ul style="list-style-type: none"> • Communicate in ways that are appropriate to a variety of audiences. • Gain support for your ideas in order to advance the objectives of specific projects and influence outcomes, with positive results • Build effective relationships with others • Present key points persuasively 	Are called upon to: <ul style="list-style-type: none"> • Provide both written and oral advice on both simple and complex situations • Negotiate difficult situations with both internal and external stakeholders, with substantial impact • Motivate others through the building of effective relationships, influencing and gaining full support for achieving desired outcomes
Data management	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.	Demonstrates an understanding of methods for capturing, holding, sharing and using data in compliance with ethical, legislative and regulatory requirements	Contributes to the capturing, holding, sharing and using of data and complying with ethical, legislative and regulatory requirements.	Captures, holds, shares and uses data and ensures compliance with ethical, legislative and regulatory requirements	Is an authority on the capturing, holding, sharing and usage of data and the compliance with ethical, legislative and regulatory requirements
 TECHNICIAN PYRAMID  CHARTERED MEMBER PYRAMID		Understand: <ul style="list-style-type: none"> • Methods for capturing data • Methods for storing data • Methods for sharing data • Data protection legislation and regulation relevant to the country of practice • Legislation and regulation relating to the sharing of data • Privacy requirements • Personal and sensitive data – how to recognise and controls to put in place • Intellectual property rights and copyright • Ethical considerations 	Can: <ul style="list-style-type: none"> • Assist in the capture of relevant data • Assist with storing relevant data in compliance with legal and regulatory requirements • Recognise sensitive and personal data and seek advice on the storage of this as necessary • Share data appropriately and in accordance with legal and regulatory requirements • Apply relevant legal, regulatory and ethical considerations 	Can: <ul style="list-style-type: none"> • Capture relevant data • Manage the storage of relevant ensuring compliance with legal and regulatory requirements • Manage the storage of sensitive and personal data • Advise on the sharing of data 	Are called upon to: <ul style="list-style-type: none"> • Advise others on the capture, storage, sharing or use of data • Provide training and CPD for others • Write policies, procedures and guidelines • Undertake research


Professional competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Digital practice	Uses digital technology and media to perform tasks, solve problems, communicate, manage information, collaborate and create.	Demonstrates an understanding of digital technology, media and software	Contributes to the use of digital technology, media and software	Uses typical digital technology, media and software	Is an authority on the use of digital technology, media and software.
 TECHNICIAN PYRAMID  CHARTERED MEMBER PYRAMID		Understand: <ul style="list-style-type: none"> Office software used for the preparation of business communications Digital tools for communicating and networking including email and social media Digital tools for managing information Protocols and legal requirements regarding digital communication Basic principles of digital technologies relevant to the area of practice 	Can: <ul style="list-style-type: none"> Use commonly used office software to prepare simple business communications Use digital tools for business communication including email and social media Apply appropriate protocol and legal requirements Applies basic principles of digital technologies relevant to the area of practice 	Can: <ul style="list-style-type: none"> Use office software for complex business communication including reports Develop a professional network via social media Use digital technologies relevant to the area of practice 	Are called upon to: <ul style="list-style-type: none"> Advise others on the use of digital technologies and software Provide training and CPD for others Write policies, procedures and guidelines Undertake research
Economic systems and context	Understands and applies the system of production, resource allocation and distribution of goods and services relevant to a country/nation of practice.	Demonstrates understanding of macro and micro economics Understands the principles of business economics and economic markets.	Contributes to a landscape related business applying the principles of business economics	Provides services contributing to the economics of a business	Is an authority on economic systems and business economics.
 TECHNICIAN PYRAMID  CHARTERED MEMBER PYRAMID		Understand: <ul style="list-style-type: none"> The meaning of macro economics including fiscal and monetary policies relevant to the country of practice The meaning of micro economics Market economics and supply and demand The structure, organisation and management of businesses Business economics including employment, pricing, competition and marketing The role of a Government as a regulator Accounting principles and procedures 	Can: <ul style="list-style-type: none"> Assist in making a productive contribution to a business Assist in setting costs/prices/fees Analyse a market Contribute to the marketing, promotion of a business Contribute to complying with Government regulation on businesses Work to agreed terms of business 	Can: <ul style="list-style-type: none"> Analyse market conditions Assess financial viability of an organisation Manage work Sets costs/prices for work/services Agrees terms of business 	Is called upon to: <ul style="list-style-type: none"> Advise others on the economics Provide training and CPD for others Write policies, procedures and guidelines Undertake research

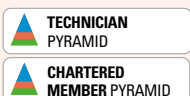
Professional competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Equality and diversity	Treats all individuals with respect, responds sensitively to differences and encourages others to do likewise. Seeks to ensure equality of opportunity for all. Supports 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.	Demonstrates an understanding of the need to deliver services and interact with others in ways that show support for equality and diversity. Demonstrates an understanding of what discrimination looks like and what to do about it if it occurs.	Contributes to the delivery of landscape services in a way which demonstrates support for equality and diversity. Is able to identify discriminatory behaviour and deal with it in the appropriate way.	Undertakes active promotion of equality and diversity in the workplace and consistently evaluates the level of entity/firm/organisational commitment to this area. Is a role model for inclusivity.	Is an authority equality and diversity law and practice relevant to the landscape profession. Is the go to expert on organisational methods and processes used to resolve equality related issues.
 TECHNICIAN PYRAMID  CHARTERED MEMBER PYRAMID	To be competent you will need to demonstrate that you:	Understand: <ul style="list-style-type: none"> • Basic principles of equality and diversity • The need to deliver services and interact with others in ways that show your support for equality and diversity • The need to act in accordance with firm/organisation/entity diversity policies and to treat others with dignity and respect • What discrimination looks like and what to do about it if it occurs 	Can: <ul style="list-style-type: none"> • Deliver services in a way which demonstrates your support for equality • Identify discriminatory behaviour and report it to the relevant authorities • Deliver services in accordance with firm/organisation/entity diversity policies • Deliver services in ways that recognise the existence of the protected characteristics • Identify where your own behaviour affects others and are able to mitigate any impacts where this undermines equality 	Can: <ul style="list-style-type: none"> • Promote equality in the workplace • Evaluate the extent to which organisation/firm/entity equality policy is applied both by yourself and others. • Identify discriminatory behaviours or trends and seeks out opportunities to address these • Enable others to promote equality • Develop a culture of inclusivity and supports individuals exercising their rights under policy or law 	Are asked to: <ul style="list-style-type: none"> • Advise on cultural change that is needed to promote equality and diversity • Identify organisational methods and processes which could be used to resolve equality related issues raised in the workplace • Evaluate and advise on the effectiveness of organisational equality policy and the appropriateness of measures in place to meet legal equality requirements
Governance of societies (legal and political)	Understands and has the ability to work within the political and legal framework of the countries/nations of practice.	Demonstrates understanding of the political and legal framework and how to deliver landscape services in accordance with these.	Contributes to the delivery of landscape services in accordance with the legal and political framework	Undertakes the delivery of landscape services in accordance with the legal and political framework	Is an authority on political and legal frameworks.
 TECHNICIAN PYRAMID  CHARTERED MEMBER PYRAMID	To be competent you will need to demonstrate that you:	Understand (relevant to your country of practice): <ul style="list-style-type: none"> • The legal system • The political framework • Principles of the law of contract • Principles of the law of tort – including professional negligence • Types of political framework • Relevant LI guidance • Governance • Legislation relating to landscape • Town and country planning legislation 	Can: <ul style="list-style-type: none"> • Work within the political framework of your country of practice • Contribute to working within the legal framework of your country of practice • Comply with legislation relating to landscape • Comply with town and country planning legislation relevant to your work (under supervision) 	Can: <ul style="list-style-type: none"> • Advise on compliance with legislation or regulation (relevant to your area of practice) • Engage with local decision makers and politicians 	Are called upon to: <ul style="list-style-type: none"> • Advise others on complying with legislation or regulation • Provide training and CPD for others • Write policies, procedures and guidelines • Undertake research • Contribute to development of relevant policy


Professional competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Health and safety	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.	Demonstrates an understanding of health and safety in relation to your specific role in the landscape profession and the range of health and safety issues can that can arise and how to mitigate impact.	Contributes to organisational awareness and quality service provision by being able to explain relevant health and safety law and its application to the project, role or workstream. Is able to make decisions on appropriate controls to reduce health and safety risks.	Undertakes commitment to ensuring health and safety knowledge is kept up to date and seeks out changes. Undertakes updates to organisational Health and Safety policy/ rules relevant to the workplace.	Is an authority on Health and Safety law and H&S organisational policy processes. Is the go to expert on health and safety as it relates to CPD relating to different organisational job roles.
 TECHNICIAN PYRAMID  CHARTERED MEMBER PYRAMID	To be competent you will need to demonstrate that you:	Understand: <ul style="list-style-type: none"> • Health and Safety law • Organisational policies • What health and safety hazards are relevant to your role • The range of health and safety issues can that can arise in the course of delivering your role • The impact on different people of different health and safety issues • How to identify a health and safety risk in the delivery of landscape services and identify appropriate controls 	Can: <ul style="list-style-type: none"> • Apply relevant health and safety law in the workplace and to site based work • Apply an organisation's safety and health management systems and policies • Contribute to reducing health and safety risks • Follow organisational policies for own personal safety 	Can: <ul style="list-style-type: none"> • Identify health and safety hazards • Undertake health and safety risk assessments • Deal with health and safety issues • Mitigate health and safety risks • Implement control measures • Ensure the health and safety of others • Manage own personal safety 	Are asked to: <ul style="list-style-type: none"> • Advise on and evaluate relevant Health and Safety law and organisational policy processes • Keep health and safety knowledge and qualifications up to date and relevant for the services delivered by the firm/organisation/entity • Advise on CPD content in the area of health and safety relevant to the different job roles held by individuals within the entity/organisation/firm
Management of organisations and services	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.	Demonstrates an understanding of how the organisation is structured your role within it including your own responsibilities. Demonstrates an understanding of the relevant markets within which your organisation functions and how decision-making works.	Contributes to the development of firm/ organisation/entity strategic objectives, and understands how your role relates to them. Can identify areas of non-compliance with the LI Code and what to do where this happens.	Undertakes development of strategic objectives for the organisation and leads on systems designed to ensure compliance with LI and wider requirements and deal with instances of non-compliance.	Is an authority on strategic objective development and implementation and provides advice to the senior levels of the organisation on this.
 TECHNICIAN PYRAMID  CHARTERED MEMBER PYRAMID	To be competent you will need to demonstrate that you:	Understand: <ul style="list-style-type: none"> • The different types of organisation within which a Landscape Professional may work • What the firm/ organisation/entity does, how it is structured and what your role and place is within that structure • Which markets your firm/entity/organisation works within and how it operates both in the short and long term • The decision-making structure of your entity/ organisation/firm and how operational and strategic decisions are made • The LI Code of Conduct and how it relates to your role and what you must do to practice in accordance with it • Relevant insurances for employers and the public 	Can: <ul style="list-style-type: none"> • Explain what the firm/ organisation/entity strategic objectives are, where these are set out and how the different roles (including yours) contribute towards them • Explain how organisational/entity/ firm risk is identified and what processes are in place to manage risk effectively • Promote the LI Code of Conduct and how to work within this 	Can: <ul style="list-style-type: none"> • Contribute and refer to strategic aims/ objectives of the entity and the LI in delivery or management of delivery of landscape services • Identify areas for improvement in working with the LI Code and take action according to entity policy • Identify and manage risk 	Are asked to: <ul style="list-style-type: none"> • Evaluate and revise entity strategic, people and risk management policy and associated processes • Advise and provide guidance to others on best practice in customer care and professionalism in service delivery, with reference to entity and LI standards

Professional competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
People management and leadership	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.	Demonstrates an understanding of what people management covers, including giving and receiving performance enhancing feedback. Understands the need to have clear performance expectations and an evaluation process.	Contributes to the giving and receiving of performance improvement feedback and sets/monitors SMART performance objectives. Can undertake challenging performance conversations and can delegate where necessary.	Undertakes coaching to help others towards improved performance and motivates others. Adapts your own leadership style according to the individual concerned.	Is an authority on organisational performance management processes and structures. Is asked to mentor senior leaders. Is the go to expert on performance management.
	To be competent you will need to demonstrate that you:	Understand: <ul style="list-style-type: none"> • The essential components of good people management including employees, volunteers and others • The need for and purpose of giving and receiving performance enhancing feedback • The need to have clear performance expectations and a process by which this can be evaluate. • Employer duties and contracts of employment 	Can: <ul style="list-style-type: none"> • Receive and act upon performance improvement feedback • Set and monitor progress against SMART performance objectives • Delegate tasks where necessary to appropriate individuals or teams at appropriate times • Show leadership within a team 	Can <ul style="list-style-type: none"> • Coach junior individuals/ teams towards improved performance, to help them overcome challenges, identify solutions and make decisions • Motivate others, demonstrating an understanding of the different ways of motivating individuals in the team, understanding and showing knowledge of individual learning styles • Adapt your own leadership style according to individual levels of competence and commitment to the task 	Are asked to: <ul style="list-style-type: none"> • Advise on and review organisational performance management processes and structures in order to improve service delivery and professional development of individuals • Mentor and coach senior leaders within the firm/ organisation/entity • Deliver training on performance management techniques



Professional competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Professional judgement, ethics and values	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.	Demonstrates an understanding of relevant law and regulation and, at a high level, how to deliver landscape services in accordance with all of these.	Contributes to the delivery of landscape services in accordance with LI best practice guidance. Can identify ethics issues as they arise in the workplace and identify solutions. Actively seeks out professional development to improve practice.	Undertakes professional development in relation to yourself and colleagues. Undertakes the provision of advice and guidance to others on the LI Code and relevant law. Is a role model on best practice in customer service.	Is an authority on professional standards and competence in delivery across your organisation. Is the expert on professional negligence and misconduct or where the firm/organisation/entity may be legally liable. Can advise in these situations.
	To be competent you will need to demonstrate that you:	Understand: <ul style="list-style-type: none"> • The remit and structure of the LI • The LI Code of Conduct – significance, content, requirements and breaches • The relevant elements of the LI's Royal Charter • Professional ethics and ethical values • Relevant laws relating to ethics and consumer protection • Professional negligence • Professional Indemnity Insurance • How to deliver landscape services in accordance with law, regulation and LI requirements • The importance of building good relationships with clients • The rationale for the LI's CPD requirements on landscape professionals, their applicability to you and your practice and what you need to do to keep your professional knowledge up to date • The role of other relevant professions • Employee's duties • Contracts with clients 	Can: <ul style="list-style-type: none"> • Deliver services in accordance with LI best practice ethical guidance and Code of Conduct • Identify ethical situations as they arise in the workplace and identify solutions which serve the public interest as a priority • Actively identify areas for professional development and seek out relevant CPD to address these 	Can: <ul style="list-style-type: none"> • Identify areas for professional development in relation to yourself and others within your firm/organisation/entity • Provide advice and guidance on the application and interpretation of the LI Code and relevant law to individual and organisational practice • Act as a role model and leads on best practice in customer service • Offer mentoring and support to more junior members of the organisation/firm/entity in this area 	Are asked to: <ul style="list-style-type: none"> • Undertake a review of professional competence of the individuals working with the firm/entity/organisation • Identify relevant organisation/ wide professional development strategies and oversee their implementation • Provide expert advice on instances where professional negligence may be an issue or where the firm/organisation/entity may be legally liable • Identify appropriate solutions relevant to the circumstances




Professional competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Project management	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.	Demonstrates an understanding of basic project management e.g. contracts, procurement, quality control and progress management. Understands the scope of a project and its objectives.	Contributes to project proposals and is able to prepare a project plan. Can use different, appropriate project planning, modelling methods and tools and can explain the reason for the selection of particular models over others.	Undertakes project planning in relation to complex/large-scale projects. Develops and implements effective mechanisms for specific aspects of projects. Can deal with changes in delivery without affecting outcomes.	Is an authority on project planning and management. Is the organisational expert on standards for initiation and planning of projects and programs. Advises on effective control and response systems.
	To be competent you will need to demonstrate that you:	Understand: <ul style="list-style-type: none"> • The formal requirements of project management e.g. contracting, procurement, quality control and progress management • The scope of specific project objectives • Team/own responsibilities under the project plan • Overall project goals, dependencies and business value 	Can: <ul style="list-style-type: none"> • Prepare project proposals that are credible and technically complete • Prepare a project strategy, scope, business case, and assessment of time, costs, risks and probabilities • Undertake supervised project contracting, procurement, quality control and progress management • Select and use different, appropriate modelling methods and tools • Explain your general understanding of assumptions and limitations relevant to the project 	Can: <ul style="list-style-type: none"> • Plan projects in a credible, complete and transparent way in relation to complex/large-scale projects • Include in your planning: strategy, scope, business case, and assessment of time, costs, risks and probabilities • Develop and implement effective control and response mechanisms for specific aspects of projects • Handle minor variations/unforeseen changes without affecting outcomes • Select and use modelling tools and methods, as appropriate and applies understanding of project assumptions and limitations 	Are asked to: <ul style="list-style-type: none"> • Set direction, policies and standards for initiation and planning of projects and programs • Ensure these are consistent with strategic needs and priorities • Develop and implement effective control and response systems at organisation level governing project contracting, procurement, quality control, progress management, variations, integration and closure in relation to project goals • Find, develop and disseminate new modelling methods and tools • Guide continuous development of modelling capability within the organisation

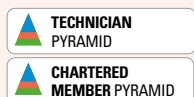
 **TECHNICIAN**

PYRAMID

 **CHARTERED**


MEMBER PYRAMID

Professional competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Team working and collaboration	Works effectively in teams. Develops effective working relationships and shows inter disciplinary understanding and cooperation	Demonstrates an understanding of the need to work well with others towards a common objective and can identify the different forms of team working suitable for different contexts.	Contributes to the effective working of the team and the realisation of the organisation's objectives. Is part of the solution where team work breaks down and proactively seeks out and promotes positive working relationships.	Undertakes exercises aimed at evaluating the effectiveness of team working in the organisation and promotes solutions to address them. Is a team working role model to others.	Is an authority on team building and collaboration
	To be competent you will need to demonstrate that you:	Understand: <ul style="list-style-type: none"> • The rationale for working well with others • The context for teamwork in your organisation/entity/firm and the roles that different individuals perform within a team • The development phases that a new team experiences • Different forms of team working appropriate to context including virtual working 	Can: <ul style="list-style-type: none"> • Work effectively with others as part of a team to maximise your and their contribution to the firm/organisation/entity's aims and objectives • Help members of the team work together collegiately and towards the same agreed aim • Compromise where necessary in relation to the professional judgement of others and apply yourself in delivery of agreed aims • Identify where relationships have broken or may break down and implement appropriate solutions to remedy the situation and get the team back on track 	Can: <ul style="list-style-type: none"> • Identify areas of weakness in the team in terms of professional knowledge, delivery of services and interpersonal skills • Identify solutions to barriers to effective teamworking and proactively puts these forward for implementation • Act as a role model, mentor and coach for more junior team members in effective teamworking strategies. 	Are called upon to: <ul style="list-style-type: none"> • Advise others on teamworking and collaboration • Provide training and CPD for others • Write policies, procedures and guidelines • Undertake research • Act as an ambassador for team working and collaboration




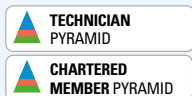
Specialist competency areas


(in alphabetical order)

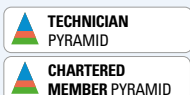
Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Arboriculture and woodland	Recognises the importance of trees and woodland as part of both urban and rural landscapes including their ecological, economic, socio-cultural and aesthetic roles. Considers the principles of silviculture, including species selection according to site conditions, artificial and natural regeneration of woodlands and interventions. Creates management plans.	Understands the underlying principles, legislation and best practice of tree and woodland management. Recognises the social and environmental benefits of trees and factors which influence their management.	Can work within a team and contribute to the delivery of projects requiring tree and woodland management. Independently make decisions on basic planning and management to consider common influencing factors	Has a proven track record of delivering relevant projects. Can provide leadership and supervision in the delivery of complex schemes working alongside other professionals. Evaluates and offers critical and strategic thinking in situations with unique and uncommon factors.	Is an authority on the integration of landscape level thinking in tree and woodland management. Promotes and educates on the functions, benefits and integration of trees and woodland within the urban and rural landscape. Provides strategic level advice to national bodies.
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Demonstrate understanding of: <ul style="list-style-type: none"> • Significance of legislation regarding the protection of trees and woodland • Key principles of policy and best practice for trees and woodland in the planning process • The varying functions and services that trees and woodland offer within a range of settings and contexts • A range of common tree species and characteristics • The importance of correct species choice and planting specification for trees and woodland within a range of settings. • The presence and significance of pests and diseases on trees and woodland • Biosecurity in the management, sourcing and planting of trees. • The role and limitations of the Landscape Architect and the roles of specialist consultants within arboriculture and forestry • Principles of the relationship between tree species, site and climatic conditions (both present and projected future) • The fundamental differences and specific requirements between the planting and management of individual trees and woodlands • The presence and potential application of tree and woodland valuation tools 	Can: <ul style="list-style-type: none"> • Work with assistance as part of a project team including specialists to determine appropriate management of existing trees and woodland • Make decisions on species selection for a range of basic sites and climates • Effectively plan projects involving trees and woodland with regard to relevant legislation and processes • Seek and appoint specialist consultants when appropriate, including sourcing and evaluating proposals. • Specify appropriate planting specifications for trees within hard and soft landscapes • Make more complex decisions on correct species and planting to meet varying objectives and within a range of contexts • Contribute to the formation of tree and woodland planting schemes and management plans • Make decisions on species selection and planting with regard to current and future climatic threats, pests and diseases 	Can: <ul style="list-style-type: none"> • Demonstrate a track record of successful and relevant projects • Lead and supervise a project team engaged in the planning and management of existing trees and woodland • Formulate complex planting schemes which balance a range of objectives and constraints • Oversee and ensure compliance with required legislation, standards and best practice • Communicate and demonstrate an understanding of complex tree and woodland matters to a range of stakeholders • Bring together associated disciplines (ecology, water management etc.) to formulate joined up management plans taking into account the needs and objectives of other disciplines • Supervise and formulate schemes for woodland creation 	Are called upon to: <ul style="list-style-type: none"> • Contribute from the Landscape Architect's perspective on new research and thinking on management of trees and woodland • Advise on the formulation of standards and best practice at a national and/or international level • Provide training and guidance to others on the appropriate management and planting of trees and woodland • Use the position of an expert to promote the benefits of trees and woodland to society and the environment




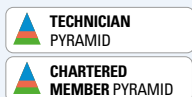
Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Contract administration	Administers projects ensuring the correct contractual procedures and fair, effective administrative practices are followed and that the contract is accurately and completely recorded from inception to completion. Deals with insurances, contract instructions, variations, practical completion and defects.	Demonstrates an understanding of contractual processes and need for fair and impartial administration.	Contributes to the fair and impartial administration of contract processes and can solve arising issues.	Shows the ability to administer contractual processes competently and deals effectively with arising issues	Is a recognised authority on contract administration processes.
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Demonstrate understanding of: <ul style="list-style-type: none"> Contract processes and the importance of impartial and effective procedures The role of the contract administrator from conception to completion Duties of all parties The different forms of contract and associated documents The need for insurances and other documents The requirements of relevant regulations 	Can: <ul style="list-style-type: none"> Demonstrate a clear understanding of the need for an impartial and effective process and implement this in practice Contribute to the work of a contract administrator on simple contracts Identify the appropriate form of contract Liaise with contractors throughout process to answer queries and resolve issues Demonstrate ability to deal with instructions, variations, simple valuations and completion certificates Able to record and monitor the contract efficiently and clearly Able to advise on relevant regulation requirements 	Can: <ul style="list-style-type: none"> Independently set up and act as contract administrator for more complex contracts Deal effectively with any contractual issues arising and advise other parties on resolution Administer and record fair and effective contracts Make reasoned judgements on contractual issues to advise client Ensure all relevant regulation requirements are fulfilled 	Are called upon: <ul style="list-style-type: none"> As a recognised expert on contract administration To provide expert advice on contract administration To provide training for others To advise on best practice







Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Contract management	Manages contracts from creation through execution to completion. Undertakes performance analysis against the contract terms to maximise operational and financial performance, and identifies and mitigates financial and reputational risk through non-compliance with contract terms.	Demonstrates a broad understanding of the importance of contract management and contributes to wider management of contracts e.g. member of a project team with a defined purpose or outcome	Able to manage small to medium scale contracts as the dedicated contract manager Monitors contracts from the inception to practical completion Manages project budgets effectively and assists in evaluating contract outcomes	Leads on complex and large scale contracts and evaluates and reports on outcomes	Is an authority on contract management and delivers complex contracts Develops innovative solutions
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Demonstrate understanding of: <ul style="list-style-type: none"> • Understand the needs of the contract, its purpose and desired outcomes • Risk assessment processes • The role of a contract manager • Types of contracts available for landscape projects • Conflict avoidance and dispute resolution 	Can: <ul style="list-style-type: none"> • Implement and facilitate the necessary communication and reporting lines • Establish the necessary leadership, teams and effective delegation of responsibility • Encourage teamwork, networking, responsiveness, ethical, emphatic and social thinking • Be open-minded towards other business functions and cultures, and understand their goals, techniques, methods and cultures • Construct an evaluation framework for contracts • Manage contractors, consultants, senior users and negotiate changes where applicable • Deal with conflict where it arises • Monitor and evaluate contracts / undertake performance analysis • Undertake risk assessments 	Can: <ul style="list-style-type: none"> • Undertake analysis in relation to mapping and improving the necessary interactions between core business functions, customers and suppliers • Encourage communication and willingness to share knowledge and information • Facilitate openness to constructive feedback without emotional bias • Be outcome-oriented, and reach compromise between different interests • Manage large and complex contracts 	Are called upon to: <ul style="list-style-type: none"> • Produce / contribute to sector specific guidance or publications • Share your contract management expertise with others • Train / mentor others in contract management • Project Sponsor of large scale projects • Act as an authority on a range of forms of contracts and contract management




Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Design – garden	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.	Demonstrates an understanding of the artistic and scientific knowledge bases that comprise the craft of garden design, primarily focused on small-scale, residential sites.	Takes a proactive role with clients in creating and sometimes overseeing construction of designs that demonstrate not just comprehensive understanding but originality of thought.	Has a repertoire of designs that is both large and diverse with many different site types and scales, including designs that involve major engineering/construction/reshaping of a site.	Is a recognised authority on garden design
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> • Client communication and expectations, following the client's expressed desires • How to read and use the language of visual graphics that depicts landscape elements, whether by hand or computer-aided design • How to analyze a site and accurately read conditions of light, water, soil quality, climate, etc. • Basic aesthetic and horticultural considerations for plant selection • Correct, practical selection of non-plant materials such as hardscaping, fences, etc. 	Can: <ul style="list-style-type: none"> • Develop original ideas and persuade the client • Go beyond a basic site analysis to identify a site's hidden potential • Demonstrate a distinctive, recognizable style in visual graphics • Select plants that meet all appropriate aesthetic and horticultural criteria but also expand the site's scope and possibilities • Employ a creative eye in selection of hardscaping, fencing, water features, and other non-plant elements 	Can: <ul style="list-style-type: none"> • Show a recognizable, distinctive design style • Work with a broad range of clientele on prominent projects • Develop designs that involve technical issues in site contour planning, hardscape construction, or other aspects • Provide initial design concepts for support staff to finalize technical renderings • Design original structures or elements for gardens, such as water features 	Are called upon to: <ul style="list-style-type: none"> • Collaborate with architects or urban planners on complex projects interfacing architecture/streets with garden • Mentor and support early-career garden designers • Publish design theory in magazines/books/electronic media

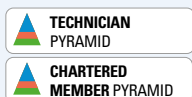



Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Design – landscape (all sectors including housing, play, sport and recreation)	Formulates/interprets project briefs. Creates and represents proposals for the design, planning or management 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.	Demonstrates an understanding of project / design briefs. Conversant with the principles and process of landscape design.	Contributes to the formulation of project / design briefs. Creatively involved in the design process and various stages / levels from concept through to detailed design.	Formulates project / design briefs. Manages the design process and creatively carries out the required design tasks at the various stages / levels from concept through to detailed design. Strikes the right balance between creativity and financial constraints. Uses industry standard tools / resources to aid and facilitate the design process. Communicates design ideas engagingly, verbally and visually, using industry standard methods. Complies with the designer's ethical and legal responsibilities and applies them together with the relevant regulatory and planning frameworks.	Is a recognised authority on landscape design, called upon to provide advice on all aspects of design including: the creative process; ethical and legal responsibilities; industry standard tools / resources and communication / representation methods; and regulatory and planning framework. An authority on design quality and performance, familiar with past precedent, current trends and best practice examples. Regularly mentors and trains others.
 TECHNICIAN PYRAMID  CHARTERED MEMBER PYRAMID	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> • Landscape design principles and process • A project / design brief • Various design stages from concept to detailed design • Budgetary / financial constraints • Industry standard tools / resources • The importance of effective communication of designs (verbal and visual) • The ethical and legal responsibilities of the designer • Relevant regulatory and planning framework 	Can: <ul style="list-style-type: none"> • Work to a project / design brief • Contribute to the design process • Strike a balance between creativity and financial constraints • Execute design tasks under supervision at various stages • Contribute to managing budgetary / financial constraints • Use industry standard tools / resources • Contribute to communicating design ideas effectively verbally, in writing and using visual representation • Comply with the ethical and legal responsibilities of the designer • Apply relevant regulations and planning considerations 	Can: <ul style="list-style-type: none"> • Interpret client objectives and formulate project / design briefs • Manage the design process effectively • Creatively execute design tasks at various stages • Manage and work within budgetary / financial constraints • Use industry standard tools / resources for complex designs • Communicate design ideas engagingly verbally, in writing and using visual representation • Comply with ethical and legal responsibilities • Apply relevant regulations and planning considerations for complex designs 	Are called upon to: <ul style="list-style-type: none"> • Provide expert advice on landscape design • Train / mentor others on the various aspects of landscape design • Provide expert contribution to creative and technical developments in landscape design • Advise others on best practice in landscape design • Act as expert witness regarding landscape design matters

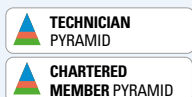
Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Design – public realm	Designs a public realm that provides a connected, inclusive and intuitive user experience and responds to the local character of the area providing a sense of place. 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.	Demonstrates understanding of the context, local character and functions of the Public Realm. Supports a more senior colleague in developing, producing and communicating designs.	Contributes to setting out a clear analysis of the public realm: context, functions, issues and opportunities. Understands the role of other professions in the design of the public realm, where a Landscape Architect has responsibility and where they should seek advice. Designs public realm schemes with the support of a more senior colleague.	Leads projects on the public realm either as lead designer or in support of another professional. Advises on commission of appropriate consultants and surveys	Is a recognised authority on the design of public realm with a track record of delivering high profile projects or in special situations.
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	<p>Understand:</p> <ul style="list-style-type: none"> • The important aspects of context which influence the design of the public realm • Inclusive Design issues • Healthy Street design • Methods for surveying, mapping and communicating context, issues and opportunities • Able to produce drawings supporting a senior colleague at each stage of the design process 	<p>Can:</p> <ul style="list-style-type: none"> • Run a simple public realm project under the supervision of a senior colleague • Coordinate input from other professionals when leading a simple projects or input to a team supporting on a more complex project • Produce Inclusive Designs that conform to design guidance • Incorporate Healthy Street design principles • Understand which baseline surveys are required, which a Landscape Architect is responsible for and undertake these • Attend and contribute to project meetings • Attend and contribute to stakeholder workshops and public consultations • Understand the difference between a project in the adopted highway and one in private ownership and how this influences survey, design and consultation issues. • Advise on and produce basic layout, drawing and specifications 	<p>Can:</p> <ul style="list-style-type: none"> • Lead more complex public realm projects • Lead project meetings • Produce best practice Inclusive Designs understanding the place of a particular scheme in different people's journeys • Incorporate best practice Healthy Street design • Commission or advise on the commission of sub-consultants and surveys • Devise engagement strategies • Advise on more complex layout, drawing and specifications • Produce programmes • Implement legislative, planning and highway requirements 	<p>Are called upon to:</p> <ul style="list-style-type: none"> • Provide expert advice to others on public realm design • Train and develop others in public realm design • Advise others on best practice




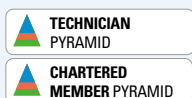
Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Digital technologies	Use of computer software and equipment and other digital technologies, electronic tools, systems, devices and resources that generate, store or process data.	Demonstrates an understanding of the importance of appropriate equipment, electronic tools and computer software.	Contributes to the provision of appropriate equipment and tools.	Employs appropriate equipment and electronic tools to a variety of projects.	Is an authority on the provision of appropriate equipment and electronic tools. Is expert in the field.
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> • The range of electronic equipment landscape professionals use for gathering data • The range of computer software available for delivery of different projects, from writing reports to generating planting plans to hard surfacing details • How to digitally generate 2D CAD/graphics representations • How to digitally capture data • Data capture technologies • The process of 3D Modelling • The role of a Geographic Information System (GIS) • Building Information Modelling (BIM) • Use of gamification software (Augmented Reality/Virtual Reality) 	Can: <ul style="list-style-type: none"> • Use appropriate equipment to gather data for simple projects • Use appropriate software for projects • Use GIS software for basic geographical understanding • Use CAD for generating layout plans • Use graphics packages for generating landscaping graphics • Use software to digitally create 2D representations and export • Specify what digital data is required for the project and how to acquire it • Use GIS software to compile and display geographic data including shape files • Use BIM software to compile landscape/project management data • Use gamification software to illustrate landscape/townscape change 	Can: <ul style="list-style-type: none"> • Use electronic equipment for gathering data for complex projects • Review the current state of equipment and software within the landscape practice/authority • Use different software for delivering projects • Use 2D representations in the workflow • Use digital data for development projects and understand the limitations of the data • Work with 3D data for both the development and surrounding topography • Use GIS software to interrogate data for calculation purposes e.g. ZVIs/ZTVs • Use BIM software to interrogate data • Use gamification software to accurately illustrate change 	Are called upon to: <ul style="list-style-type: none"> • Provide knowledge of electronic equipment and computer software to wider audience • Motivate others through training in the different areas of digital technology and computer software types • Advise on CPD content • Evaluate and advise on the effectiveness of electronic equipment and digital technologies within the workplace • Provide internal and external CPD on software, 2D representation, 3D modelling, GIS and BIM • Motivate others through training in the different areas of digital technology and computer software types • Inspire others on the use of gamification software to visualise development









Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Education and knowledge exchange	Undertakes knowledge exchange activities to share ideas, experience and expertise relating to landscape which is mutually beneficial to all parties involved.	Demonstrates knowledge and awareness of the available resources and channels for professional education and knowledge exchange.	Contributes consistently to ongoing development and dissemination of knowledge in the field.	Plays a significant role in contributing knowledge to the field and participating in ongoing dialogue on key issues.	Serves as a recognized and leading figure for learning and training in the field.
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> • The importance of ongoing knowledge exchange for maintaining professional standards and dissemination of new information • Available resources, channels and memberships needed to satisfy continuing education or professional development requirements • How to continually build on existing knowledge through books, electronic resources, and professional networks 	Can: <ul style="list-style-type: none"> • Maintain an active and engaged presence in professional organizations, both online and face-to-face • Contribute to boards, committees or other workgroups committed to educational endeavors • Contribute to the development of course material 	Can: <ul style="list-style-type: none"> • Develop course and training material • Mentor and advise younger colleagues • Share or present own original theories, technical innovations, creative ideas or other original knowledge in professional forums • Teach basic level skills courses in university or college 	Are called upon to: <ul style="list-style-type: none"> • Teach specialized university and graduate-level courses or studios • Contribute original theories and ideas to textbooks • Share knowledge in academic journals • Provide leadership in professional associations and networks at a national and international level • Serve in a leadership capacity in a university setting • Mentor or advise students or younger colleagues carrying out original research in the field • Serve as consultant in reviewing or proposing new educational or professional standards or legislation related to the profession




Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Funding and finance	Contributes to setting and managing budgets and developing a funding strategy and action plan. Identifies opportunities for grants, funding and commercial income. Writes applications for funding. Delivers and evaluates funded projects. Understands and manages relevant legal & legislative mechanisms that provide funding for landscapes or places e.g. levies, service charges, taxes etc	Demonstrates understanding of types and sources of funding and methods of income generation	Able to lead on small to medium scale funding applications and contribute to wider funding strategies and income generation	Leads on complex funding strategies and large scale or complex funding applications and large scale income generation initiatives encompassing business planning and commercialisation opportunities	Contributes to national thinking on funding and income generation in a landscape context
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> • Types of funding • Sources of funding • Monitoring and evaluation techniques • Where to find sources of information relating to business planning • Information needed for funding applications • How to match a project to possible funders • How to measure success against a funder's outcomes • How to construct a simple (project) budget and understand the key components of a business plan • Sources of income generation 	Can: <ul style="list-style-type: none"> • Write a successful funding application for a small to medium scale project • Construct a simple funding strategy involving multiple funding sources on one project • Devise and deliver an appropriate monitoring and evaluation approach for a funded project • Demonstrate the management of funding on a small / medium scale project • Contribute to writing a facility / site specific business plan • Contribute to generating income and commercialisation 	Can: <ul style="list-style-type: none"> • Write / lead on a successful funding application for a large /complex project (including commissioning consultants) • Effectively communicate the need for funding for a particular project • Lead on a funding strategy involving multiple funding sources • Devise an income generation strategy for a large project or whole service • Demonstrate the management of large and complex budgets • Lead on / write / commission complex business plans 	Are called upon to: <ul style="list-style-type: none"> • Produce / contribute to sector specific guidance or publications • Speak at conferences / lead workshops on their area of expertise • Train / mentor others




Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Habitats and species	<p>Considers the interrelationships of organisms with their environments and other species and how natural or human-led circumstances can influence habitat composition, diversity and condition and/or species behaviour, survival and population stability.</p> <p>Contributes to the protection, and enhancement of natural and/or semi-natural habitats, and/or wild species.</p> <p>Contributes to the management of existing and creation of new habitats to support wild species relevant to a given area of the world.</p>	Demonstrates an understanding of ecology, the inter-relationships between habitats, species and environment primarily through a theoretical capacity and with limited or no practical experience.	<p>With guidance and support applies an understanding of ecology and the interrelationships between habitats and species with their environment through their work.</p> <p>Skills will cover a range of habitats and species at a broad level only.</p>	<p>Consistently applies understanding of one or a number of habitats and/or species relevant to the environment and area of work.</p> <p>Maybe skilled at a broad range of habitats and species or may be specifically knowledgeable on one or two habitat and/or species at a more in-depth level.</p>	<p>Is a recognised authority on one or a number of habitats and/or wild species and is called upon to provide expert advice, solutions and methods to assess, protect and enhance existing habitats and wildlife species.</p> <p>Expert in a particular field of study, methodology or approach such as habitat assessment, species surveys, re-introduction of wild species, in different climates and geographic locations.</p>
 	<p>To be competent you will need to demonstrate that in relation to your landscape specialism you:</p>	<p>Understand:</p> <ul style="list-style-type: none"> • Basic principles of ecology • Common methodologies for classifying habitats relevant to the country or region working in • The main techniques for, surveying habitats and species in their region • How to identify limited or common range of species and/or habitats • Relevant international and national legislation and policies in relation to protection of habitats and species in their region 	<p>Can:</p> <ul style="list-style-type: none"> • Under supervision, assess, provide advice or make recommendations appropriate to the protection and enhancement of the specific range of habitats and or wild species relevant to the country or region working in • Apply knowledge and skills to small or simple scenarios, to guide design or management of habitats • Remote-sensing, reporting, or practical surveys of habitats and species 	<p>Can:</p> <ul style="list-style-type: none"> • Provide advice and helps resolve more complex scenarios supporting the protection and enhancement of habitats and/or wild species • Create new habitats and monitor approaches relevant to the species and /or habitats in region or country of work • Apply knowledge and skills to large or complex scenarios, to guide design, management or approach to protect enhance existing habitats and/or wild species • Support less experienced team members on standard processes, assessment methods and knowledge of a range of typical habitats and species • Seek specialist advice primarily when dealing with complex projects or specialist habitats and species 	<p>Are called upon to:</p> <ul style="list-style-type: none"> • Provide expert advice to others on one or two complex or habitats, species or groups • Contribute written material to journals, conferences or industry best practice on their specialist subjects, and more wider topics beyond your specialism • Train and develop others to gain the skills, knowledge and practical experience around specialist habitats and/or species, assessment methods, and research approaches


Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Heritage landscapes/ places	Contributes to the identification conservation, management and/ or celebration of heritage assets and landscapes. Understands and promotes the value of heritage and its role in shaping the cultural distinctiveness and the character of places and landscapes. Considers the social, cultural and economic value of heritage.	Demonstrates an understanding of the management needs of a range of historic assets, sites and landscapes and their role in shaping local distinctiveness and cultural identity.	Contributes to the protection and enhancement of historic character and assets. Contributes to the development of character and heritage policy.	Understands the significance and vulnerability of historic sites, features and landscapes, directing positive management in plans, policies and practice.	Is an authority on historic landscapes and a recognised advocate of the critical importance of conserving and restoring heritage sites, features and landscapes.
 TECHNICIAN PYRAMID  CHARTERED MEMBER PYRAMID	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> • Historic landscape character assessment • Basic historic periods e.g. bronze age, medieval • The range of heritage designations (historic sites, buildings, features and places) and their management needs • Relevant legislation and policy supporting heritage protection 	Can: <ul style="list-style-type: none"> • Identify, map, describe and assess heritage landscapes, sites and features • Support the production of management plans for heritage assets and contribute to heritage management and restoration initiatives • Consider how new landscapes and places can strengthen historic character 	Can: <ul style="list-style-type: none"> • Engage in heritage led approaches to place management and regeneration • Include the management and restoration of heritage within plans and projects • Use historic records, data and historic landscape characterisation • Lead on the production of heritage management plans and policy 	Are called upon to: <ul style="list-style-type: none"> • Advocate for the importance and relevance of historic landscape character and the historic environment • Provide specialist advice, guidance, training and/or research on heritage • Contributes to national/ international level policy, guidance and legislation supporting heritage protection

Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Landscape assessment	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.	Demonstrates an understanding of the principles of landscape assessment	Contributes to impartial and proportional landscape assessments	Actively promotes and undertakes good practice in landscape assessment	Is a recognised authority on landscape assessment and is called upon to provide expert advice and contribute to industry guidance.
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> • The relevant policy context • Importance of opportunities and constraints advice arising from landscape and visual assessments to inform good design • Where to find available industry guidance on landscape and visual assessment • Understand EIA process and when / what this is triggered by • understands need for an impartial and proportional approach to landscape and visual assessment • Aware of different types of assessment (landscape, townscape, seascape, capacity studies and character assessment) • Aware of differences between landscape character assessment and visual assessments • Aware of ecosystem services and natural capital • Documentation required 	Can: <ul style="list-style-type: none"> • Utilise available industry guidance to undertake landscape and visual assessment • Apply the relevant policy context • Contribute to discussions and negotiations on EIA scoping and screening • Undertake impartial and proportionate landscape and visual assessments • Contribute to writing methodologies for landscape and visual assessments • Discuss ecosystem services in relation to landscape and visual assessment • Provide a supporting role for expert witness services • Prepare and/or review relevant documentation 	Can: <ul style="list-style-type: none"> • Apply in depth knowledge of industry guidance and application in undertaking landscape and visual assessments • Write methodologies for landscape and visual assessments • Provide detailed analysis of ecosystem services 	Are called upon to: <ul style="list-style-type: none"> • Act as an authority on landscape and visual assessment • Advise on best practice and contribute to industry guidance • Train others to develop knowledge




Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Landscape construction (materials and systems)	Identifies and selects appropriate palettes of materials with consideration of site, context, intended use, structural performance, sustainability characteristics, intended lifespan, maintenance and financial implications.	Demonstrates an understanding of the principles and processes relating to landscape construction. Conversant with the resources / tools for selecting appropriate landscape materials and construction methods (in line with sustainability principles), and with the production of technical documentation for contract purposes.	Contributes to the selection of landscape materials and construction methods / techniques appropriate to the site, context and intended end use, having regard to sustainability principles. Involved in the preparation of technical documentation and costings / financial information etc.	Selects appropriate landscape materials and construction methods / techniques, having regard to the site, context and intended end use, and sustainability principles. Leads on the preparation of technical documentation and costings / financial information etc appropriate to the type of contract and work stage using industry standard tools and systems / software.	Is a recognised authority on landscape construction, called upon to provide expert advice to clients and public bodies on: landscape materials and construction methods; technical document production and industry resources, tools and systems / software; and regulatory, standards and guidance compliance, and appropriate forms of contract / procurement mechanisms
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	<p>Understand:</p> <ul style="list-style-type: none"> The landscape construction process A programme of works. The principles of planting/ecology and hard materials / engineering in both urban and rural contexts How to identify and select of appropriate construction materials and methods / systems in line with sustainability principles The relevant regulations, standards, guidance and compliance / consenting issues relating to landscape construction (e.g. British Standards, Building Regulations, Health & Safety, CDM Regulations, planning conditions) The tools / resources available (e.g. BIM NBS, Revit) to assist the design and construction process and preparation of technical documentation Technical documentation content i.e. drawings (graphic info at various scales), specifications (materials and workmanship), schedules (quantities) and cost plans (i.e. approx. quantities, pre-tender estimate, tender pricing document) The role of other professionals e.g. QS (quantity surveyor) and such matters as standard method(s) of measurement and costing / pricing, tendering etc 	<p>Can:</p> <ul style="list-style-type: none"> Contribute to a programme of works Contribute to selecting / specifying appropriate landscape materials (hard and soft) and construction method(s) / technique(s) in line with sustainability principles Use industry standard resources, tools / systems and software e.g. BIM, NBS, Revit Apply / comply with relevant regulations, consents, standards and guidelines (e.g. British Standards, Building Regulations, Health & Safety, CDM Regulations, planning conditions) Contribute to preparing draft technical documentation, construction and management schedules and specifications, and cost estimates / financial information Liaise with of other professionals e.g. QS on such matters as standard method(s) of measurement and costing / pricing, tendering etc. 	<p>Can:</p> <ul style="list-style-type: none"> Lead programmes of works Select and specify appropriate landscape materials and construction methods / techniques in line with sustainability principles Select appropriate industry standard resources, tools / systems and software e.g. BIM, NBS, Revit Ensure compliance with relevant regulations, consents, standards and guidelines (e.g. British Standards, Building Regulations, Health & Safety, CDM Regulations, planning conditions) Prepare technical documentation, construction and management schedules and specifications, and cost estimates / financial information appropriate to the type of contract and work stage Engage with of other professionals e.g. QS on such matters as standard method(s) of measurement and costing / pricing, tendering etc. 	<p>Are called upon to:</p> <ul style="list-style-type: none"> Provide expert advice on landscape construction Train / mentor others on the various aspects of landscape construction Contribute to research in the field of landscape construction Advise industry, public bodies and others on best practice in landscape construction




Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Landscape ecology	<p>Understanding of the spatial and temporary patterns that influence ecological function and processes of landscapes at a range of scales.</p> <p>Recognises the important interactions between humans and wildlife, so is inherently multi-disciplinary crossing between humanities, social science, ecology and geography.</p> <p>Primarily interested in the function of landscapes for wildlife and humans at a range of spatial scales and purposes (e.g. an individual species, ecosystem services or habitat connectivity).</p>	<p>Demonstrates a broad understanding of the importance of spatial and temporal patterns on influencing ecological function of landscapes in their region.</p> <p>Understanding may be achieved through a theoretical capacity or practical experience (e.g. species surveying) but will have limited experience in applying principles to improve ecological function.</p>	<p>With guidance and support applies an understanding of the importance of spatial configuration of different land uses, habitat types, structure and management in influencing the function of landscapes – for wild species, and humans.</p> <p>Application of knowledge will be limited to small or simple scenarios, to guide design or land management.</p>	<p>Consistently provides solutions to improving the understanding of landscape pattern in influencing function for wild species and/or human needs.</p> <p>Provides advice and helps resolve more complex issues in research and/or practice around landscape function at larger spatial scales where multiple factors will be at work.</p>	<p>A recognised authority on landscape ecology and is called upon to provide expert advice, guidance and solutions in their region or further afield.</p> <p>Expert in a particular subject e.g. statistical modelling for habitat connectivity and its application in different climates and geographic locations.</p>
	<p>To be competent you will need to demonstrate that in relation to your landscape specialism you:</p>	<p>Understand:</p> <ul style="list-style-type: none"> • Basic principles of landscape ecology and terms such as Landscape Metrics, home range, and structural elements such as patch, mosaic and corridor • Common models for analysing complex data sets • Geographical Information Systems (GIS) and remote sensing data in understanding complex spatial data sets over time • Regional approaches, projects and policies to improve ecological function at a range of spatial scales 	<p>Can::</p> <ul style="list-style-type: none"> • Apply basic principles of landscape ecology (e.g. habitat connectivity, habitat mosaic) to projects to improve ecological function at small spatial scales • Use or apply models to practical or research situations, but requires support to interpret data, run models • Use GIS systems and/ or remote sensing techniques • Apply regional approaches and policies to improve the ecological function of landscapes in their region 	<p>Can:</p> <ul style="list-style-type: none"> • Apply more complex principles to projects (e.g. home range, edge effect, patch size) at a variety of spatial scales and species • Work with one or more models to understand landscape processes and interpret results for wider release • Use in GIS and remote-sensing data to inform projects at a range of spatial scales and purposes and for interpreting complex data sets using standard tools and plug-ins • Provide advice on policy, methodologies for implementation at the landscape scale through regional projects, land management strategies, planning guidance 	<p>Are called upon to:</p> <ul style="list-style-type: none"> • Provide expert advice to others on the principles, analysis and interpretation of landscape pattern on ecological function for a given area/ focus • Use in depth working knowledge of methods and models to analysis landscape patterns • Use statistics and analyse complex data sets using GIS • Contribute written material to journals, conferences or industry best practice on specialist subjects • Provide technical expertise to inform regional planning policies, review project success






Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Landscape engineering	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.	Demonstrates understanding of engineers within projects. Is aware of the different disciplines within engineering and understands the responsibilities of a Landscape Architect and when they should seek the advice of an engineer.	Contributes to an interdisciplinary team working in partnership with engineers proving advice on landscape aspects of the project.	Leads interdisciplinary teams or the landscape input to large or complex projects. Advises on commission of appropriate consultants to form a multi-disciplinary team and what surveys or studies are required to fulfil a commission. Uses knowledge of engineering to support or challenge engineering assumptions with implications for the landscape or public realm to develop a better solution.	Is a recognised authority in a particular area of Landscape Engineering able to direct engineers to deliver additional value to a project. Has a track record of delivering high profile projects in one or more areas of Landscape Engineering
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> The different disciplines within engineering and their different roles within a project e.g. structural, highway, drainage, electrical, geotechnical, utilities The role, responsibility and limit of responsibility of a Landscape Architect in an interdisciplinary team 	Can:: <ul style="list-style-type: none"> Contribute to an interdisciplinary project under the supervision of a senior colleague Coordinate input from other professionals where leading a simple projects or input to a team supporting on a more complex project Have an understanding of engineering issues such that you understand their implication for landscape issues Work on coordinated drawing and specification packages in an interdisciplinary team referencing drawings appropriately Communicate effectively with engineering teams to ensure a fully coordinated package of information 	Can: <ul style="list-style-type: none"> Lead interdisciplinary teams on complex projects Lead project meetings Produce best practice projects Commission or advise on the commission of sub-consultants and surveys Devise engagement strategies Set up project strategies for information exchange within interdisciplinary teams Understand timescales and produce programmes Implement legislative requirements and best practice design guidance 	Are called upon to: <ul style="list-style-type: none"> Provide expert advice to others on a particular area of Landscape Engineering Develop innovative strategies or designs that challenge socially or environmentally damaging engineering solutions Train and develop others in a particular area of Landscape Engineering Speak at conferences Advise industry bodies (or similar)


 **TECHNICIAN**
PYRAMID

 **CHARTERED**
MEMBER PYRAMID


Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Landscape planning and/or policy	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.	Demonstrates an understanding of landscape and environmental planning and policy.	Contributes to formulating and/or interpreting strategic plans and / or development proposals from a landscape and environmental planning policy perspective.	Formulates and/or interprets strategic plans and / or development proposals from a landscape and environmental planning policy perspective.	Is a recognised authority on landscape and / or environmental planning,
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> • Landscape and environmental planning principles • Core environmental and sustainability issues • Tensions between environmental, social and economic issues • Key drivers behind landscape change • Relevant planning and environmental legislation, and regulatory and policy framework • Process of policy making • Distinction between forward (strategic) planning and development control (scrutiny of planning applications) • Principles and process of landscape and / or environmental assessment, in particular EIA and / or LVIA 	Can: <ul style="list-style-type: none"> • Contribute to formulating and/or interpreting strategic plans and / or development proposals • Apply understanding of related landscape, environmental and sustainability issues • Contribute to applying and / or ensuring compliance with relevant legislation, regulations and policy • Contribute to carrying out and interpreting / commenting on landscape and / or environmental planning documents e.g. LVIA's • Contribute to providing reasoned advice on landscape and / or environmental planning matters 	Can: <ul style="list-style-type: none"> • Formulate and/or interpret strategic plans and / or development proposals • Advise on related landscape, environmental and sustainability issues • Apply and / or ensure compliance with relevant legislation, regulations and policy • Carry out and interpret / comment on landscape and / or environmental planning documents e.g. LVIA's • Provide reasoned advice on landscape and / or environmental planning matters 	Are called upon to: <ul style="list-style-type: none"> • Provide expert advice on landscape and / or environmental planning • Train / mentor others on the various aspects of landscape and / or environmental planning • Contribute to research and developments in landscape and / or environmental planning • Advise on best practice in landscape and / or environmental planning




Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Landscapes/ places and people (including tourism)	The sustainable management of visited and popular landscapes, sites and destinations. Promoting accessible, inclusive places and positive experiences for visitors in urban and/ or rural environments. Mitigating visitor impact to conserve the fabric of place and make space for nature. Monitoring both the quality of a place and user experience to ensure responsive management and improvement.	Demonstrates an understanding of the basic principles of sustainable tourism and destination management in a landscape context.	Contributes to the development of monitoring frameworks, visitor management plans and the implementation of management activity.	Leads on destination management planning for well visited places/ landscapes, developing and implementing effective strategies and management responses.	Is an authority on sustainable destination management. Provides expert advice and guidance at a national level, advocating sustainable, landscape led solutions to complex destination management challenges.
 TECHNICIAN PYRAMID  CHARTERED MEMBER PYRAMID	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> • The range of issues facing well visited site and landscapes • Management responses to visitor pressure (e.g. erosion control/ signage) • Visitor management tools and management documents 	Can: <ul style="list-style-type: none"> • Recognise visitor related issues and challenges for specific sites and landscapes • Contribute to the production of Visitor / User Management Plans • Contribute to implementing management responses • Contribute to the monitoring of visitor numbers, experience and visitor impact 	Can: <ul style="list-style-type: none"> • Plan and implement monitoring of visitors and visitor impact, using the results to inform effective management • Produce and implement comprehensive visitor/ user management plans and strategies • Influence place branding, marketing and interpretation activities to manage pressures 	Are called upon to: <ul style="list-style-type: none"> • Provide strategic advice and guidance on visitor management for multiple sites and landscapes • Advocate for the principles of sustainable tourism and visitor management for places and landscapes • Research innovative tools and methods for visitor management and train others

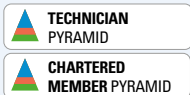
Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Management of landscapes	To plan for and manage places, land and landscapes to provide multiple social, environmental and economic benefits that meet present and future needs and aspirations. Manage and mitigate pressures on rural and peri-urban landscapes across a range of scales, in collaboration with landowners, land managers and land users.	Demonstrates an understanding of the social, environmental and economic pressures on landscape and management responses.	Contributes to the planning and implementation of landscape management, involving stakeholders.	Provides advice and guidance on landscape management and implements land management initiatives in partnership with others.	An authority on sustainable landscape management, guiding relevant policy and legislative frameworks.
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> • A range of potential land management objectives • The pressures and forces for change on rural and peri urban landscapes. • Potential land management responses to address forces for change and deliver landscape objectives. • Landscape conservation and restoration 	Can: <ul style="list-style-type: none"> • Interpret landscape management plans and strategies at a range of scales. e.g. catchments • Support the communication of management plans and initiatives to delivery partners and stakeholders • Work with others to support the delivery of landscape management initiatives • Contribute to conserving and restoring landscapes 	Can: <ul style="list-style-type: none"> • Plan, produce and implement detailed management plans and strategies for landscapes and places • Involves partners, landowners and local communities in establishing and implementing land management objectives at a range of scales • Communicates land management objectives and initiatives effectively and advises others on implementation • Monitor landscapes to ensure landscape management objectives are being met • Collaborates with others to conserve and restore landscapes 	Are called upon to: <ul style="list-style-type: none"> • Advise on strategic landscape management at a national or international level • Advise upon the effectiveness of landscape management strategies • Advise on the production of national level policy, legislation and guidance









Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Master Planning	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.	Demonstrates understanding of the context, local character and functions of the Master Plan. Supports a more senior colleague in communicating analysis, design development and proposals.	Contributes to setting out a clear analysis of the Master Plan area: context, functions, issues and opportunities. Understands the role of other professions in the Master Plan, where a Landscape Architect has responsibility and where they should seek advice. Designs basic Master Plans with the support of a more senior colleague.	Leads Master Planning projects either as lead professional or in support of another professional. Advises on commission of appropriate consultants and surveys.	Is a recognised authority on Master Planning with a track record of delivering high profile projects or in special situations.
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	<p>Understand:</p> <ul style="list-style-type: none"> The important aspects of context which influence the Master Plan Inclusive Design issues Methods for surveying, mapping and communicating context, issues and opportunities Able to produce drawings supporting a senior colleague to communicate analysis, design development and proposals 	<p>Can:</p> <ul style="list-style-type: none"> Run a simple Master Planning project under the supervision of a senior colleague Coordinate input from other professionals when leading a simple project or input to a team supporting on a more complex project Produce Inclusive Designs that conform to design guidance Understand which baseline surveys are required, which a Landscape Architect is responsible for and undertake these Attend and contribute to project meetings Attend and contribute to stakeholder workshops and public consultations Understand issues relating to: vision, strategic framework, neighbourhood character, various uses and how they mix or neighbour one another, land ownership, open space and the public realm, biodiversity, green infrastructure, integrated water management, utilities, movement and transport Advise on and produce layouts 	<p>Can:</p> <ul style="list-style-type: none"> Lead Master Plan projects Lead project meetings Produce best practice Inclusive Designs understanding how different people's journeys will be affected by different options Commission or advise on the commission of sub-consultants and surveys Devise engagement strategies Set out layouts for masterplans Understand timescale and produce programmes Set out strategies, taking advice where appropriate, for: vision, strategic framework, neighbourhood character, various uses and how they mix or neighbour one another, land ownership, open space and the public realm, biodiversity; green infrastructure, integrated water management, utilities, movement and transport 	<p>Are called upon to:</p> <ul style="list-style-type: none"> Provide expert advice to others on Master Planning Train and develop others in Master Planning Advise on best practice




Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Natural Capital & Ecosystems Services	Integrates natural capital approaches into landscape management, landscape planning and/or the design of green infrastructure to conserve and enhance ecosystem services and build resilience. E.g. to climate effects. Recognises natural capital types and the range and value of ecosystem services that flow from them at different scales.	Demonstrates an understanding of the principles of natural capital and ecosystem services and capital accounting.	Contributes to the mapping of natural capital and the production of ecosystem accounts and to landscape practice that seeks to enhance ecosystem goods and services.	Undertakes natural capital studies on a landscape scale, producing ecosystem accounts. Embeds natural capital approaches within landscape plans, policies and projects.	Is an authority on natural capital and ecosystem services accounting, has inputted into national/ international studies and accounts and provides advice and guidance on strategic level policy and legislation.
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> • The basic methods of natural capital and ecosystem services mapping and accounting using valuing tools and techniques • Different natural capital types and how these relate to different landscapes • The range of ecosystem goods and services that can flow from natural capital 	Can: <ul style="list-style-type: none"> • Take advice and guidance to map and describe natural capital types using landscape and habitat data • Produce basic ecosystem flow information for different natural capital types • Understand the principles behind managing landscapes to increase flows of ecosystem services 	Can: <ul style="list-style-type: none"> • Map and describe natural capital information (over a range of scales), interpreting ecosystem services flows and valuing information to produce ecosystem services accounts • Plan for the management, enhancement and restoration of ecosystem services within a sphere of landscape practice. e.g. landscape management or landscape design • Use available natural capital tools to take landscape management decisions 	Are called upon to: <ul style="list-style-type: none"> • Advise on strategic policy and legislation for the management of landscapes and places for ecosystem services. • To advise nationally and internationally on natural capital accounting for landscapes • Contribute to understanding and monitoring the strategic 'state' of natural capital and ecosystems services on a national level




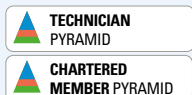
Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Parks management	<p>Recognises the importance of urban green spaces (to include parks, playing fields, natural / semi-natural green spaces, playing fields, allotments, play space, including their ecological, economic, socio-cultural and heritage roles.</p> <p>Considers the wider strategic and functional roles as well as site specific management issues.</p> <p>Understands the balancing of political, societal and environmental needs with the resources available.</p>	<p>Demonstrates a broad understanding of the importance of urban green spaces and of green space strategies, operational and management planning</p>	<p>With guidance and support is able to apply the principles at a site specific level across a variety of urban green space types</p> <p>Applies appropriate management standards for differing green space types</p> <p>Contributes to wider strategic thinking about green space systems and green infrastructure</p>	<p>Provides a strategic overview across a wide variety of urban green space types typically across a whole authority area</p> <p>Will be the advocate for urban parks and green spaces in their local and regional political environment</p> <p>Deals with complex issues on a larger spatial, resource and financial scale</p>	<p>A recognised authority in urban green spaces management who is called upon to provide advice at a regional or national scale</p> <p>Expert in a particular field such as strategic planning, management planning, resource management, heritage restoration and innovation</p> <p>Provides training or support to others outside of their organisation</p>
<div>  TECHNICIAN PYRAMID </div> <div>  CHARTERED MEMBER PYRAMID </div>	<p>To be competent you will need to demonstrate that in relation to your landscape specialism you:</p>	<p>Understand:</p> <ul style="list-style-type: none"> • The existence of national policy, research and guidance and where to source it • The various stakeholders at an authority wide and site-specific levels • How to manage site specific resources • Community and stakeholder engagement • Resource planning • Green Flag and its role within the sector 	<p>Can:</p> <ul style="list-style-type: none"> • Apply the principles to solve issues at a site specific or small spatial scale e.g. through production of a management plan, specification, Service Level agreements or similar • Recognise how to improve a site to appropriate quality standards (e.g. Green Flag Award) • Lead on small to medium scale projects • Managing site specific or area based budgets and resources • Engage communities and stakeholders in managing, maintaining and developing sites 	<p>Can:</p> <ul style="list-style-type: none"> • Manage a wide variety of green space types • Lead small to large multi-disciplinary teams often at an authority wide scale or outsourced services, to include contract management, monitoring where appropriate • Lead on complex large-scale projects • Lead on organisational change • Involve a wide range of stakeholders, partners, politicians, consultants, contractors and local communities 	<p>Are called upon to:</p> <ul style="list-style-type: none"> • Provide expert advice to regional groups, national panels, steering groups / working groups • Prepare author guidance, publications and contribute to policy at regional / national levels • Speak and advocate at regional and national level – conferences, seminars, offers guidance nationally


Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Place management	<p>Taking an integrated, local approach to the co-ordinated development of unique and inspirational places, harnessing the skills, experience and resources of the private, public and voluntary sectors. Improving places to provide economic prosperity, social cohesion, cultural identity and health and well-being, whilst making space for nature and building climate resilience.</p> <p>Incorporating activities such as town centre management, urban revitalisation, activity centre management, regeneration, management, marketing, economic development, neighbourhood management, neighbourhood renewal, socio-economic revitalisation, community development and business improvement district management</p>	Demonstrates an understanding of the principles of place management, place-making, place marketing/branding, place shaping and visiting places including approaches to involving communities and other stakeholders.	Contributes to the development of place-based planning and delivery involving local place based networks/ partnerships.	Works in partnership and with local place based networks/partnerships including communities, local government and other place-based stakeholders/anchors to develop and deliver place-based strategies, plans and programmes and policy and research.	An authority on place shaping, advising at national/ international level, advocating place management as an effective approach to the long-term, sustainable development of places.
 	<p>To be competent you will need to demonstrate that in relation to your landscape specialism you:</p>	<p>Understand:</p> <ul style="list-style-type: none"> • The theory, principles and processes behind place management • Different aspects of place management e.g. regeneration/ town centre management • The importance of taking place-based approaches. • The tools and techniques of community and stakeholder engagement • The principles of integrated service delivery and collaborative working 	<p>Can:</p> <ul style="list-style-type: none"> • Contribute to the development of vision and long terms aims for places as part of a team or partnership • Contribute to place based stakeholder involvement including stakeholder and community engagement processes • Support effective place management partnerships and promote joint working • Support the co-ordinated implementation of places-based initiatives 	<p>Can:</p> <ul style="list-style-type: none"> • Design and run place based stakeholder involvement processes that build consensus around the ambition and future direction of places • Work with others to produce community and stakeholder owned place- based plans and strategies • Lead effective community and stakeholder partnerships in the local level delivery of place-based initiatives • Promote integrated approaches to place-based development including landscape approaches 	<p>Are called upon to:</p> <ul style="list-style-type: none"> • Lead on the strategic development and improvement of places • Develop innovative tools, techniques and policy frameworks • Provide expert input to processes, plans and policies • Research effective ways of achieving place-based delivery • Train and mentor those involved in place management partnerships and others

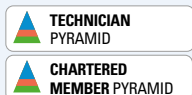
Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Planting and horticulture	Identifies and selects appropriate plant palettes with consideration of climate conditions, microclimate influences, soil, sun, moisture and wind. Evaluates and 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.	Demonstrates an understanding of the principles of appropriate plant selection, good design and specification	Contributes to the good design and specification of appropriate and aesthetically pleasing planting schemes.	Actively promotes good practice in planting design to create aesthetically pleasing planting schemes appropriate to climatic and location.	Is a recognised authority on planting and is called upon for expert advice on such.
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> • The importance of consideration of climatic conditions, locational constraints and soils in plant selection • Seasonal changes in plant species and importance of timing in plant installation • Difference between native and non-native plants • Basic plant species knowledge • Principles of plant installation and the importance of correct specifications in contributing to plant health and good establishment • Aware of the use of plants in green engineering schemes (green walls, roofs, slope stabilisation etc) • Need to understand client expectations and likely management • Contribution of planting to healthy and biodiverse landscapes 	Can: <ul style="list-style-type: none"> • Analyse locational and climatic conditions to ensure appropriate plant selection • Select plant palette and design to create aesthetically pleasing, health and biodiverse planting schemes • Specify correct planting specification to ensure plant health and establishment through to maturity • Good plant species knowledge • Identify opportunities for green engineering solutions • Advise on plant management to ensure good health • Good knowledge of nursery and growing techniques 	Can: <ul style="list-style-type: none"> • Evaluate complex climatic and locational conditions to ensure appropriate plant selection • Advise client on correct specification requirements in complex situations to ensure good plant health and establish • Apply considerable plant species knowledge • Contribute to the design of green engineering solutions • Apply in depth experience of nursery plant growing techniques • Advise on suitability of programme and timings for planting 	Are called upon to: <ul style="list-style-type: none"> • Be a recognised authority on planting design and specification • Provide in depth knowledge of green engineering solutions • Advise on best practice • Train others to develop knowledge • Excellent plant species and planting techniques knowledge




Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Procurement and tendering	Develops and implements procurement strategies and selects appropriate procurement routes for specific projects. Applies a range of tender processes from compilation of the tender through evaluation of tenders to selection and appointment of the contractor adopting appropriate procedures and requirements.	Understands the procurement process, the relevant regulations of their organisation and when to take advice.	Procures small to medium scale projects and manages the procurement cycle for lower value/risk projects	Leads development of commodity or less-complex category strategy development and implementation at local sector or national level. Leads development of commodity related contracts at local, sector or national level. Responsible for achieving procurement or commercial outcomes.	Leads and delivers complex procurement, category or portfolio strategies at a local, sector or national level. Develops innovative solutions. Responsible for managing multiple teams or projects. Involved in achieving national, sector-led or organisational procurement and commercial outcomes.
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> • Relevant procurement processes, wider procurement and commercial context • Types of tender process relevant to your organisation • The benefits and risks of good and bad procurement/commercial practice and the importance of early consideration in strategy or policy development • Has sufficient awareness to recognise when and where to engage procurement or commercial expertise • The role of a procurement manager • How to coordinate customer and stakeholder communications. The process for receiving or raising requisitions and arranging purchase orders 	Can: <ul style="list-style-type: none"> • Procure and tender small projects in public and/or private sector • Undertake routine, lower value and/or lower risk procurements 	Can: <ul style="list-style-type: none"> • Undertake strategic procurement and tendering • Are commercially astute and use effective project management techniques • Manage entire procurement process for higher value/risk projects 	Are called upon to: <ul style="list-style-type: none"> • Take commercial lead on complex procurement • Lead and manage complex, higher value or risk projects and/or teams • Develop best practice guidance • Provide industry expertise • Share senior expertise with others




Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Protected landscapes/ places	Manages protected landscapes, providing for the social and economic needs of local communities in ways that protects and enhances sensitive landscapes, working in partnership with stakeholders. Promoting opportunities for the celebration and enjoyment of protected landscapes by the public and working to find solutions to the climate and ecological emergencies.	Demonstrates an understanding of protected areas legislative and policy framework, their purposes and governance, historical development, geography and management.	Contributes to the management of a protected landscape, supporting the delivery of the relevant management plan and/ or management initiatives.	Manages a protected landscape, planning and facilitating collaborative management activity, working in partnership with a range of organisations and individuals.	Is an authority on protected landscape and advises nationally and/ or internationally on the legislative and policy frameworks to further the conservation and enhancement of protected landscapes.
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> • Policy and legislation underpinning protected landscapes • The range of protected landscapes and their purposes • The number and location of protected landscapes and their management strategies and processes • Protected landscape governance and associated board structures 	Can: <ul style="list-style-type: none"> • Support protected landscape management planning processes • Support initiatives to implement protected landscape Management Plans • Support governance processes and procedures within a protected landscape 	Can: <ul style="list-style-type: none"> • Lead on the development of Management Plans for a protected landscape • Lead and co-ordinates policy responses to national consultations and calls for evidence • Monitor landscape change, identifying external pressures • Manage effective partnerships to co-ordinate and enhance delivery • Steer effective communications to raises awareness and promote the benefits of protected landscapes • Build effective relationships and influences the work of others to further the objectives of the protected landscape 	Are called upon to: <ul style="list-style-type: none"> • Lead and advise on strategic approaches to protected landscape management • Influence and advocate for protected landscape management legislation, policy, guidance and governance • Support the work of protected landscapes at a national level providing strategic advice and guidance






Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Soil management, conservation and improvement	Understands and applies the principles of soil pedology, chemistry, physics, biology and mineralogy. Works to achieve soil conservation and restoration, including protecting agricultural soils and those on development sites, storing carbon, building climate resilience, preventing pollution and restoring contaminated land. Identifies and implements appropriate management strategy, research and monitoring.	Demonstrates an understanding of soil science and the importance of soils to ecology, economy and society. Understands the threats faced by soils and principles of soil conservation and restoration.	Contributes to advice, initiatives and projects to conserve and restore soils within own sphere of practice, e.g. design and construction, forestry, horticulture, agricultural land management and farming, water quality and flood management.	Leads on the management of soils at a strategic landscape scale. Advises others and works in partnership with a range of organisations to promote good practice and incentivise improved management of our soils	Is an authority on soils and soil science. Engages in soil research and the development of innovative tools and techniques to conserve soils and restore soils where they have been degraded and/ or contaminated.
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	<p>Understands:</p> <ul style="list-style-type: none"> • Soil types, soil structure and soil pH. Understands basic soil ecology, hydrology and the principles behind soil conservation • The main threats to soil health e.g. organic matter loss, compaction and erosion, particularly in agricultural landscapes • The principles of restoration of degraded soils • The role of soils in ecosystem services provision including carbon storage and capture, water flow and quality and biodiversity 	<p>Can:</p> <ul style="list-style-type: none"> • Understand more complex issues with respect to soils such as pollution and contaminated land • Understand tools and techniques for restoring degraded soils • With appropriate support, advise others on best practice soil management e.g. developers, farmers and land managers • Undertake soil survey and monitoring • Design simple soil conservation actions plans for sites • Contribute to the development of soil management plans and action plans • Support the development of soil conservation and restoration projects and initiatives 	<p>Can:</p> <ul style="list-style-type: none"> • Manage soils to minimise erosion and increase organic matter • Manage soils to build resilience to climate change and contribute to carbon storage, flood attenuation and water quality • Advise others on soil management and restoration tools, techniques and practice • Develop and lead on the implementation of strategic soil management initiatives and projects • Develop soil restoration management plans • Monitor soil condition and initiates management responses 	<p>Are called upon to:</p> <ul style="list-style-type: none"> • Advise in the development of national policy and strategy for soils protection • Assist in the establishment of soil health monitoring indicators at national level • Engage and advise on reviews into soil protection and the development of new codes of practice • Advise and mentor others on soil health and the tools and techniques of soils management and restoration



Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
Visualisation and photography	Selection and use of camera equipment for the generation of visualisations.	Demonstrates an understanding of the need to the full range of camera equipment that can be used by landscape professionals. Demonstrates an understanding of what different visualisation tools are available, in terms of computer software and the ability to undertake camera image model render mapping accurately.	Contributes to the delivery of visualisation projects through use of camera equipment, survey knowledge and visualisation software. Is able to identify the most appropriate techniques for the delivery of a project.	Employs appropriate camera equipment, survey knowledge and visualisation software. Is able to identify the most appropriate techniques for the delivery of a project and understand the consequences of not using the correct equipment.	Is an authority on camera equipment, survey knowledge and visualisation software. Capable of providing Expert Witness evidence at Public Inquiry.
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	Understand: <ul style="list-style-type: none"> • Basic principles of camera equipment, including manual settings, lenses, the use of levelled tripod • Full understanding of geographic projection systems and survey equipment • The range of software appropriate for generating visualisations • Scope of what is required • Different pieces of camera equipment • The hardware requirements and accuracy issues for capturing accurate locational data (GNSS/RTK) • Why locational accuracy is critical • Ordnance Survey OSGB36 National Grid projection • The range of software options available for generation of accurate visualisations • LI Technical Guidance Note 	Can: <ul style="list-style-type: none"> • Write a specification for a photographer to undertake technical photography for a project or contribute towards using camera equipment to take photographs • Identify what survey information is required to generate accurate visualisations and prepare a brief for the surveyors • Deliver visualisation services in accordance with LI Technical Guidance Note • Use the software to construct accurate 3D models of development proposals 	Can: <ul style="list-style-type: none"> • Use camera equipment for gathering photography • Apply detailed technical understanding of the equipment • Use camera equipment to take technical photography suitable for matching with 3D model renders • Generate visualisation which correctly remap 3D model views to photographic images in support of LVAs, LVAs and for Public Inquiries/ Appeals 	Are called upon to: <ul style="list-style-type: none"> • Run CPD on technical photography • Help develop technical guidance within organisation and with the LI • Give expert witness at Public Inquiry • Develop technical guidance within organisation and with the LI



Specialist competency 	Description	Level A – Understanding	Level B – Able	Level C – Accomplished	Level D – Expert
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.	Demonstrates understanding of the concept of the natural water cycle and the issues of urbanisation that effect it.	Contribute to analysis of the landscape and drainage issues and opportunities. Understand the role of other professions in the WSUD, where a Landscape Architect has responsibility and where they should seek advice. Design basic SuDS with the support of a more senior colleague.	Leads projects incorporating SuDS either as design lead or in support of another professional. Advises on commission of appropriate consultants and surveys.	Is a recognised authority on WSUD and SuDS with a track record of delivering high profile projects or in special situations.
	To be competent you will need to demonstrate that in relation to your landscape specialism you:	<p>Understand:</p> <ul style="list-style-type: none"> The water cycle and the impact of urbanisation on it Benefits of WSUD The concept of rainfall return periods Concepts of attenuation Implications of ground permeability, risks for ground pollution and Groundwater Source Protection Zones Legislation and governance framework Adoption and maintenance issues Difference between storm, combined and foul sewers Delivering multiple benefits, based on the 'four pillars of SuDS': water quantity; water quality; amenity; biodiversity Retrofitting opportunities SUDS Management Train Catchment management effects and opportunities Implications of restricting SUDS to 'end of pipe solutions' on landscape The main components of a SuDS Where to look for guidance 	<p>Can:</p> <ul style="list-style-type: none"> Understand the roles and responsibilities of the different professionals in WSUD Understand the role of the Landscape Architect in WSUD and when do they need to ask for advice from others Design a simple SuDS project under the supervision of a senior colleague ensuring management and maintenance processes are understood and accommodated in the design Coordinate input from other professionals when leading a simple project or input to a team supporting on a more complex project Understand which baseline surveys are required, which a Landscape Architect is responsible for and undertake these Attend and contribute to project meetings Attend and contribute to stakeholder workshops and public consultations Advise on and produce layouts 	<p>Can:</p> <ul style="list-style-type: none"> Lead projects incorporating SuDS Lead project meetings Produce best practice SuDS Designs Commission or advise on the commission of sub-consultants and surveys Devise engagement strategies Understand timescale and produce programmes Set out management and maintenance plans including clear responsibilities and funding proposals 	<p>Are called upon to:</p> <ul style="list-style-type: none"> Provide expert advice to others on WSUD and SUDS Train and develop others in WSUD and SUDS Speak at conferences Advise industry bodies (or similar)

 **TECHNICIAN PYRAMID**
 **CHARTERED MEMBER PYRAMID**

