

Specialist competence matrix – to support applicants who work in osteology

PLEASE NOTE: All applications will be assessed against the main competence matrix (P6 Applicant's Guide) with the specialist matrix as an advisory document only.

	Knowledge	Autonomy	Coping with complexity	Perception of professional context
Practitioner (PCIfA)	<ul style="list-style-type: none"> • Basic knowledge of human skeletal terminology and its application. • Awareness of best practice of excavation, recovery, processing & scientific techniques with regards human remains. • Basic awareness of legal and ethical background to the recovery of human remains. 	<ul style="list-style-type: none"> • Some responsibility for achieving tasks using own judgement and autonomy, whilst working under supervision. • Collaboration with others is expected. 	<ul style="list-style-type: none"> • Appreciates complex situations within the role held and able to achieve partial resolution alone. • Understands need for accuracy and correct terminology. • Application of single task within process. 	<ul style="list-style-type: none"> • Aware of the stages of the process of analysis/excavation of human remains. • Developing understanding of interaction of burial environment, excavation & analysis. • Demonstrates understanding of the ethical requirements of the Code of conduct and is able to apply to own work. Upholds the values of the Institute to work in the public interest.

	Knowledge	Autonomy	Coping with complexity	Perception of professional context
Associate (ACIfA)	<ul style="list-style-type: none"> • Good knowledge of skeletal anatomy and methodology to gain information from human remains. • Knowledge of best practice. • Familiar with scientific techniques which may be applied to human remains. Knowledge of the legal and 	<ul style="list-style-type: none"> • Considerable responsibility for own work using own judgement and autonomy. • Control or guidance of others, including non-specialists, may be required. 	<ul style="list-style-type: none"> • Copes with complex situations through deliberate analysis and planning. • Use of standard specialist terminology and techniques, understanding their strengths and limitations. • Tasks focussed on human remains analysis & 	<ul style="list-style-type: none"> • Awareness of the need to engage with long-term future of human remains (e.g. deposition). • Views project holistically and collaborates with other members of the team as appropriate. • Ability to write reports appropriate to audience, with assistance.

	<p>ethical basis of working with archaeological human remains.</p> <ul style="list-style-type: none"> • Knowledge of excavation, recovery & processing techniques specific to burials. 		<p>reporting but may contribute to other project related tasks.</p>	<ul style="list-style-type: none"> • Understands the ethical requirements of the Code of conduct and uses them to guide and review own practice and, where applicable, that of others. Can recognise and resolve potential conflicts of interest within an established framework. Upholds and promotes the values of the Institute to work in the public interest.
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	Knowledge	Autonomy	Coping with complexity	Perception of professional context
Member (MCIfA)	<ul style="list-style-type: none"> • Authoritative/high level knowledge and depth of understanding of human remains. • Broad knowledge of the sector. • Understands complex problems. • Good understanding of scientific techniques and their application. • Thorough knowledge of legal and ethical aspects of working with human remains. 	<ul style="list-style-type: none"> • Substantial autonomy; takes full responsibility for own work. • Where applicable, may also have significant personal accountability for others and/or the allocation of resources. • May encourage and/or take part in training of others. 	<ul style="list-style-type: none"> • Deals with complex projects holistically, demonstrates confident decision-making in a broad range of complex or technical projects. • Thoroughly appreciates strengths and limitations of techniques used, may adapt methodology to project. • Range of tasks relating to entire project or business. 	<ul style="list-style-type: none"> • High level of understanding of overall 'picture'. Thorough understanding of taphonomy and burial archaeology. • Sees alternative approaches and how they might be tackled. • Recommends other specialists as appropriate. • May engage with long term future of human remains (e.g. ensuring high standard of deposition). • Ability to write reports appropriate to audience. • May identify and/or explore new

	<ul style="list-style-type: none">• Awareness of the need to create comparable data.• Authoritative knowledge of excavation, recovery & processing techniques specific to burials.			<p>areas of research.</p> <ul style="list-style-type: none">• Demonstrates professional judgement and ethical behaviour across a wide variety of complex situations, supporting and encouraging others to do the same. Can anticipate, recognise, and resolve potential conflicts of interest. Promotes the values of the Institute to work in the public interest with colleagues, clients, and stakeholders.
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