Specialist competence matrix – **graphics** Practitioner (PCIfA)

Knowledge	• Does the candidate have basic technical knowledge of the subject? • Does the candidate have basic technical knowledge of the medium?
Autonomy	• Does the candidate work mostly under direct supervision from other staff or colleagues with frequent direction?
Coping with complexity	• Has the candidate demonstrated an understanding of the need for accuracy? • Is the presentation clear and intelligible? • Does the work resolve basic elements of complexity about the subject?
Perception of professional conduct	• Does the work meet the minimum level of the brief set by the client? • Is this work compatible with the intended method of publication at a basic level? • Does the work give the audience a basic understanding of the subject? • Demonstrates understanding of the ethical requirements of the *Code of conduct* and can apply to own work. • Upholds the values of the Institute to work in the public interest.

Specialist competence matrix – **graphics**   Associate (ACIfA)

Knowledge	• Does the candidate have a high level of knowledge with some background awareness of related issues?
Autonomy	• Does the candidate work mostly independently with occasional supervision from immediate colleagues?
Coping with complexity	• Has the candidate demonstrated and applied an appropriate degree of accuracy in the work presented? • Does the presentation improve the understanding of the subject depicted? • Does the work recognise broader elements of complexity within the subject, drawing in and on related material? • Can recognise and resolve potential conflicts of interest within an established framework.
Perception of professional conduct	• Does it build or improve upon the minimum criteria set by the client's brief? • Is this work tailored specifically for this method of publication? • Does the work significantly improve the audience's understanding of the subject within its immediate context? • Understands the ethical requirements of the *Code of conduct* and uses them to guide and review own practice and, where applicable, that of others. • Upholds and promotes the values of the Institute to work in the public interest.

Specialist competence matrix – **graphics**   Member (MCIfA)

Knowledge	• Does the candidate have an authoritative grasp of the subject and the medium?
Autonomy	• Does the candidate work with full autonomy, with little direction from immediate colleagues outside of the necessary everyday project contact?
Coping with complexity	• Has the candidate demonstrated awareness and recognition of the problems relating to accuracy and how they might be understood by the audience? • Does the presentation enhance the understanding of the subject and convey the fullest appreciation of the subject? • Does the work fully integrate the subject within its immediate context and with its broader significance? • Can anticipate, recognise, and resolve potential conflicts of interest.
Perception of professional conduct	• Does this work significantly exceed the minimum requirements to fulfil the client's brief? • Does it take full advantage of the intended publication method? • Does the work convey a full understanding of the subject within its immediate and broader context? • Demonstrates professional judgement and ethical behaviour across a wide variety of complex situations, supporting and encouraging others to do the same. • Promotes the values of the Institute to work in the public interest with colleagues, clients, and stakeholders.