

**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.

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

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

	<p>with archaeological human remains.</p> <ul style="list-style-type: none"> <li>• Knowledge of excavation, recovery &amp; processing techniques specific to burials.</li> </ul>		<p>contribute to other project related tasks.</p>	
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	<b>Knowledge</b>	<b>Autonomy</b>	<b>Coping with complexity</b>	<b>Perception of context</b>
<b>Member (MCIfA)</b>	<ul style="list-style-type: none"> <li>• Authoritative/high level knowledge and depth of understanding of human remains.</li> <li>• Broad knowledge of the sector.</li> <li>• Understands complex problems.</li> <li>• Good understanding of scientific techniques and their application.</li> <li>• Thorough knowledge of legal and ethical aspects of working with human remains.</li> <li>• Awareness of the need to create comparable data.</li> <li>• Authoritative knowledge of excavation, recovery &amp; processing techniques specific to burials.</li> </ul>	<ul style="list-style-type: none"> <li>• Substantial autonomy; takes full responsibility for own work.</li> <li>• Where applicable, may also have significant personal accountability for others and/or the allocation of resources.</li> <li>• May encourage and/or take part in training of others.</li> </ul>	<ul style="list-style-type: none"> <li>• Deals with complex projects holistically, demonstrates confident decision-making in a broad range of complex or technical projects.</li> <li>• Thoroughly appreciates strengths and limitations of techniques used, may adapt methodology to project.</li> <li>• Range of tasks relating to entire project or business.</li> </ul>	<ul style="list-style-type: none"> <li>• High level of understanding of overall 'picture'. Thorough understanding of taphonomy and burial archaeology.</li> <li>• Sees alternative approaches and how they might be tackled.</li> <li>• Recommends other specialists as appropriate.</li> <li>• May engage with long term future of human remains (e.g. ensuring high standard of deposition).</li> <li>• Ability to write reports appropriate to audience.</li> <li>• May identify and/or explore new areas of research.</li> </ul>