

Matrix of technical competence – to be used when writing a statement of competence

	Knowledge	Autonomy	Coping with complexity	Perception of context
Practitioner (PCIfA)	Good working knowledge of key aspects relevant to area of historic environment practice, and competence in its application	Some responsibility for achieving tasks using own judgement and autonomy, whilst working under general supervision. Collaboration with others is expected	Appreciates complex situations within the role held and able to achieve partial resolution alone. Some activities are complex and non-routine*	Sees actions as a series of steps and recognises the importance of each role in the team
Associate (ACIfA)	High level of working and background knowledge relevant to area of historic environment practice and a broad range of activities within that area	Considerable responsibility for own work using own judgement and autonomy, in a wide variety of contexts, but within an established framework. Control or guidance of others may often be required	Copes with complex situations through deliberate analysis and planning. Most activities are complex and non-routine*	Sees actions at least partly in terms of longer-term or wider goals
Member (MCIfA)	Authoritative knowledge and depth of understanding of sector and a broad range of historic environment practices	Substantial autonomy, takes full responsibility for own work. Where applicable, will also have significant personal accountability for others and/or the allocation of resources, in a wide variety of contexts	Deals with complex situations holistically, demonstrates confident decision-making in a broad range of complex, technical or professional activities	High level of understanding of overall 'picture', sees alternative approaches and how they might be tackled

*We recognise that evaluations, desk-based assessments, watching briefs, conservation plans, environmental assessments, etc, can be complex pieces of work.