

## Competency Profiles for Bat Mitigation

The profiles below identify a) the competencies required as part of the proposed Earned Recognition (ER) Accreditation Scheme for bat mitigation licensing in England and b) the level of competence required for accreditation in relation to the levels described in the Earned Recognition Accreditation Levels document.

### Competencies

The competencies are divided into Technical (green) and Transferable (blue) competencies. The technical competencies are specialist competencies and relate specifically to ecological or scientific knowledge, understanding and skills relevant to working on development projects involving bats and bat habitats. Transferable competencies are generic to many professions but are key to delivering good professional practice.

### Competence Level

The scheme recognises two levels of competence aligned to the CIEEM competency framework: Capable and Accomplished.

Capable level competence (shown below in yellow) means that you can undertake straightforward activities and tasks to a good standard consistently well and without supervision. You may be able to undertake more complex or higher risk work, but this would normally be under supervision. All of the ER Accreditation Level 1 competency profile (which covers most of the scenarios found in development projects involving bats) requires only Capable level competence.

Accomplished level competence (shown below in orange) means that you can undertake more complex activities and tasks, or those involving a higher risk to bats, consistently well without supervision. Indeed, you may supervise others. In general, you are working on projects that require greater application of professional judgement in order to secure good outcomes for bats and your clients. Both the ER Accreditation Level 2 and Level 3 competency profiles include a number of technical competencies at the Accomplished level.

Complexity refers to assemblages of multiple bat species and/or sites with a range/number of buildings (some of which may be hard to access), landscapes and environmental conditions.

## ER Accreditation Levels for Bat Mitigation Licensing

The three ER Accreditation Levels reflect the levels of competence required to undertake surveys and design/implement mitigation at different levels of risk to bats. Risk combines the conservation status of the species and the conservation significance of the roost type involved, and also takes into account other criteria likely to influence risk level. These risks are summarised separately in the Earned Recognition Accreditation Levels document.

Lower risk development projects (involving common species and/or roost types of lower conservation significance) will require an ecologist to have ER Accreditation Level 1 as a minimum. Those projects carrying a medium level of risk will require an ecologist to have ER Accreditation Level 2 as a minimum. Projects that involve higher risks to bats will require an ecologist to have the highest level of accreditation, ER Accreditation Level 3.

Earned Recognition Competency Profiles - Mitigation				
Competency	What this covers	Earned Recognition Accreditation Level		
		Level 1 (lower risk)	Level 2 (medium risk)	Level 3 (higher risk)
<b>Tech1</b> <b>Habitat/species survey design, planning and fieldwork</b>	Understanding of bat ecology and behaviour. Setting appropriate survey objectives and designing effective survey methodologies including bat emergence/re-entry surveys in accordance with good practice guidelines. Confidently using standard survey equipment and techniques.	Able to do so for all species and a range of situations.	Able to do so for all species and a range of situations including more complex situations.	Able to do so for all species and a range of situations including the most complex/high risk situations.
<b>Tech2</b> <b>Species identification, handling, analysis and evaluation</b>	Accurate identification of bat species (e.g. by sight, in the hand, analysis of DNA and/or acoustic recordings as appropriate for accuracy). Handling of bats safely if required and with proper reference to biosecurity. Analysis and evaluation of evidence in order to assess the importance of site for bat species present.	Able to do so for all species and a range of situations.	Able to do so for all species and a range of situations including more complex situations.	Able to do so for all species and a range of situations including the most complex/high risk situations.

<p><b>Tech3</b> <b>Habitat identification and survey</b></p>	<p>Classification and evaluation of habitats suitable for bats. Undertaking preliminary roost assessments and assessing likely importance for species present according to roosting, feeding and breeding needs.</p>	<p>Able to do so for all species and a range of situations.</p>	<p>Able to do so for all species and a range of situations including more complex situations.</p>	<p>Able to do so for all species and a range of situations including the most complex/high risk situations.</p>
<p><b>Tech4</b> <b>Physical environment survey</b></p>	<p>Identification, classification and evaluation of physical aspects of the environment likely to affect the distribution, abundance and behaviour of bats.</p>	<p>Able to do so using standard physical survey techniques and equipment.</p>	<p>As for Level 1.</p>	<p>As for Level 1.</p>
<p><b>Tech5</b> <b>Providing advice on habitat/species management and /or habitat creation</b></p>	<p>Providing advice on habitat management and mitigation and compensation requirements. Collection and analysis of appropriate information to inform development decisions, including appropriate adherence to the mitigation hierarchy.</p>	<p>Able to do so for Level 1 situations.*</p>	<p>Also able to do so for Level 2 situations.*</p>	<p>Also able to do so for Level 3 situations*, including the most complex/high risk situations.</p>
<p><b>Tech6</b> <b>Design and preparation of management, mitigation and enhancement plans and projects</b></p>	<p>Collection and analysis of all relevant information to inform the ecological baseline. Setting appropriate objectives for habitat/species mitigation and compensation plans, taking account of constraints. Designing appropriate schemes to monitor outcomes.</p>	<p>Able to do so for Level 1 situations.*</p>	<p>Also able to do so for Level 2 situations.*</p>	<p>Also able to do so for Level 3 situations*, including the most complex/high risk situations.</p>
<p><b>Tech7</b> <b>Implementation of habitat and/or species management plans or projects</b></p>	<p>Supervision and/or implementation of effective mitigation &amp; compensation. Outcome monitoring and implementation of remedial action where required.</p>	<p>Able to do so for Level 1 situations.*</p>	<p>Also able to do so for Level 2 situations.*</p>	<p>Also able to do so for Level 3 situations*, including the most complex/high risk situations.</p>

<p><b>Tech8</b> <b>Risk management during project implementation</b></p>	<p>Managing risks to bats (disturbance or harm), developers and contractors (legal compliance) arising from the construction phase of development including mitigation and compensation activities. Responds appropriately to unexpected events (e.g. discovery of additional bat species, significantly more bats) during the construction phase.</p>	<p>Able to do so for Level 1 situations.*</p>	<p>Also able to do so for Level 2 situations.*</p>	<p>Also able to do so for Level 3 situations*, including the most complex/high risk situations.</p>
<p><b>Tech9</b> <b>Ecological assessment including preliminary ecological appraisal, preliminary roost assessment and ecological impact assessment</b></p>	<p>Undertaking ecological assessment of impacts on bats arising from proposed development activities in accordance with good practice standards. Application of sound professional judgement in proportionality of approach.</p>	<p>Able to do so for Level 1 situations.*</p>	<p>Also able to do so for Level 2 situations.*</p>	<p>Also able to do so for Level 3 situations*, including the most complex/high risk situations.</p>
<p><b>Tech10</b> <b>Advising on requirements of policy, legislation and standards</b></p>	<p>Sound understanding of requirements of legislative compliance. Advising clients and other stakeholders on the relevant legislation and planning policy relating to the potential impact of development activities on bats.</p>	<p>Able to do so correctly and maintains up-to-date knowledge and understanding.</p>	<p>As for Level 1.</p>	<p>As for Level 1.</p>
<p><b>Tech11</b> <b>Interpretation, and evidence-based reporting</b></p>	<p>Correctly interpreting data, analysing the results and drawing valid conclusions based on the evidence. Producing clear, factual and accurate reports to inform decision-making.</p>	<p>Able to do so for Level 1 situations.*</p>	<p>Also able to do so for Level 2 situations.*</p>	<p>Also able to do so for Level 3 situations*, including the most complex/high risk situations.</p>
<p><b>Transf1</b> <b>Professional conduct</b></p>	<p>Good understanding of, and adherence to, good practice standards and demonstrating appropriate ethical behaviours.</p>	<p>Can do so in ways that are consistent with the expectations of a professional ecologist.</p>	<p>As for Level 1.</p>	<p>As for Level 1.</p>

<b>Transf2</b> <b>Effective communication, negotiation and influencing</b>	Communicating information to stakeholders and demonstrating good practice in report-writing.	Able to do so appropriately for different audiences and produces clear, factual and concise reports.	As for Level 1.	As for Level 1.
<b>Transf3</b> <b>Inter-disciplinary collaboration</b>	Ability to work effectively as part of a multi-disciplinary team, identifying potential problems arising from different stakeholder objectives and proposing effective solutions.	Able to do so in ways that deliver good outcomes.	As for Level 1.	As for Level 1.
<b>Transf4</b> <b>Client and customer care</b>	Understanding clients' needs and demonstrating good public interface skills in facilitating appropriate delivery of the clients' objectives.	Demonstrates good standards of customer care, proposing alternative solutions to achieve objectives when required.	As for Level 1.	As for Level 1.
<b>Transf5</b> <b>Managing and evaluating projects</b>	Project management skills including setting clear goals and managing activities and resources to meet project objectives in appropriate timescales. Project evaluation.	Able to do so for development-related project situations.	As for Level 1.	As for Level 1.
<b>Transf6</b> <b>Data and document management</b>	Implementation of standards of good data and document management, complying with relevant legislation.	Able to do so in accordance with good practice standards.	As for Level 1.	As for Level 1.
<b>Transf7</b> <b>Health and Safety</b>	Working safely and with due regard to the health and safety of others by identifying risks, using safe working practices and promoting a positive health and safety culture amongst others.	Able to do so in accordance with national legislation and good practice standards.	As for Level 1.	As for Level 1.

\*See *Earned Recognition Accreditation Levels* document.