

# Competency Definitions and Checklist for Validation as a Chartered Geologist



## To all Applicants for Chartered Geologist (CGeol)

It is recommended that you assess yourself, preferably with your mentor or sponsor, against the Competency Criteria below **before you start the application process**, because this will help you to establish whether you are likely to meet the requirements for CGeol. The table below contains a condensed breakdown of the Society's requirements, with check boxes, to help you in your assessment. You must be able to meet each of the criteria at '**Competence**' level before you complete your application. You may wish to gain further experience in areas where you feel you have only '**Experience**'. If you tick more than one box as '**Appreciation**' or '**Knowledge**', you should undertake further study or gain additional experience before submitting your application.

### Definitions

- Appreciation:** Little or no experience and knowledge  
**Knowledge:** Passing knowledge but little experience, working under close supervision  
**Experience:** Experience and able to work alone under indirect supervision  
**Competence:** fully competent to work alone and to supervise others

**Chartered Geologists must be competent throughout their working life, by virtue of their education, training and experience, in each of the following seven criteria**

Competency Criterion	Supporting evidence could include:	Appreciation	Knowledge	Experience	Competence
<p><b>i) Understand the complexities of geology &amp; geological processes in space and time in relation to the Applicant's area of work</b></p> <p>Applicants meeting this criterion will be able to demonstrate <b>competence</b> in:</p> <ul style="list-style-type: none"> <li>• recognition and determination of basic geological processes in three and four dimensions;</li> <li>• diagnosis of geological conditions;</li> <li>• fundamentals of the Earth's history;</li> <li>• understanding of geological problems and their interpretation;</li> <li>• creation and interpretation of geological maps and cross sections; and</li> <li>• compilation and testing of ground models</li> </ul> <p>Applicants must remain current in their knowledge base and be aware of any developments in geological knowledge relevant to the Applicant's area of work.</p>	<ul style="list-style-type: none"> <li>• examples of the Applicant's work illustrating the maintenance of a sound theoretical approach to the application of geology in practice to current industry standards;</li> <li>• the use of a sound evidence-based approach to problem solving;</li> <li>• the identification and selection of procedures and methods to undertake geological tasks;</li> <li>• conducting or engaging in appropriate study and research to improve technical practices and solutions; and</li> <li>• evaluating the effectiveness and relevance of approaches and solutions in use in the Applicant's field of geological experience.</li> </ul>				

Competency Criterion	Supporting evidence could include:	Appreciation	Knowledge	Experience	Competence
<b>ii) Critical evaluation of geoscience information to generate predictive models.</b>  Applicants meeting this criterion will be able to demonstrate competence in the acquisition, observation and description of geological data, appreciation of the limitations of and conditions under which the data were collected or how they arrived in their present state, and an assessment of certainty/uncertainty. The geological data may be acquired in the field in one or more of the following ways: at outcrop, by intrusive investigations (boreholes, pits, etc), by geophysical or geotechnical surveys or other remote sensing. It may also consist of experimental data (including laboratory-based investigations or computer modelling)	<ul style="list-style-type: none"> <li>examples of work carried out and interpretations made, including the reasoning used;</li> <li>contribution to the development of solutions;</li> <li>the level of decisions undertaken in the workplace;</li> <li>output reports and publications; and</li> <li>contribution to evaluation of the outputs.</li> </ul>				

Competency Criterion	Supporting evidence could include:	Appreciation	Knowledge	Experience	Competence
<b>iii) Effective communication in writing and orally.</b>  Applicants meeting this criterion will be able to demonstrate competence through the material presented in the professional report and the documents accompanying the application, together with the impact the applicant makes at interview. Written Reports are the primary evidence of written communication skills. Thus, template reports should be used here sparingly, if at all.	<ul style="list-style-type: none"> <li>materials which demonstrate communication skills both within the workplace and also socially and outside the workplace.</li> </ul> <p>Assessment of this criterion will be based on the whole of the application for validation as a Chartered Geologist, including supporting documents prepared by the Applicant such as reports, correspondence, and presentations (including any feedback).</p>				

Competency Criterion	Supporting evidence could include:	Appreciation	Knowledge	Experience	Competence
<p><b>iv) Competency in the knowledge and implementation of Health and Safety (H&amp;S); management of environmental and sustainability issues; and knowledge and implementation of other statutory obligations applicable to the discipline or area of work.</b></p> <p>Applicants meeting this criterion will be able to demonstrate their application of best practice in relation to matters of H&amp;S, environmental management, and sustainability within their field.</p>	<ul style="list-style-type: none"> <li>records showing how H&amp;S issues are managed, and policies implemented, as part of day-to-day work for the Applicant and others;</li> <li>a summary of the Applicant's H&amp;S responsibilities, including examples of responses to incidents (including near misses) and subsequent investigations;</li> <li>knowledge of the key environmental legislation, policies and environmental protection and management measures applicable to the area of their work, and their impact on the Applicant's area of practice; and</li> <li>evidence of the practical application of environmental and sustainability considerations appropriate to their area of practice, and the circumstances in which specialist advice is necessary.</li> </ul>				

Competency Criterion	Supporting evidence could include:	Appreciation	Knowledge	Experience	Competence
<p><b>v) Clear understanding of the meaning and needs of professionalism, including a clear understanding of the Code of Conduct and commitment to its implementation.</b></p> <p>Applicants meeting this criterion will be able to demonstrate an understanding of the need to behave professionally and ethically at all times in accordance with the Society's Codes of Conduct (Regulation FP-07).</p>	<p>They must fully understand the requirements of the Codes and be able to give relevant examples of its application in their professional actions, activities, and decisions.</p> <p>This should include evidence for understanding the relevance of equity, diversity, inclusivity (EDI), cultural context and engagement within their role.</p>				

Competency Criterion	Supporting evidence could include:	Appreciation	Knowledge	Experience	Competence
<b>vi) Commitment to Continuing Professional Development throughout the Applicant's professional career.</b>  Applicants meeting this criterion will be able to demonstrate that they are committed to a continuing and forward-looking programme of development of technical and professional skills for the work they undertake in order to enhance the skills available in pursuance of their career, using the Plan-Act-Reflect cyclical model. Applicants are normally required to submit a minimum of three years' CPD records as part of their application.	<ul style="list-style-type: none"> <li>records of CPD through a formal reporting scheme supported by evidence of analysis of scientific and professional development needs; and</li> <li>actions taken to satisfy these needs, including a critical review of how successful these actions were and how they were incorporated into the Applicant's professional practice.</li> </ul>				

Competency Criterion	Supporting evidence could include:	Appreciation	Knowledge	Experience	Competence
<b>vii) Competence in their area of expertise.</b>  Applicants meeting this criterion will be able to demonstrate that they are competent in their claimed area(s) of professional practice at the appropriate level (able to perform without direct supervision and able to direct others). Applicants should note that, although applying to become a Chartered Geologist this is, nonetheless, only for the area of professional practice in which competency is claimed, and not geoscience as a whole. This specialism should be that in which the Applicant is undertaking professional practice at the time of applying. Competency should be demonstrated in any of each nominated specialism and further training or supervision is required for work undertaken outside the claimed area(s) of expertise.	<ul style="list-style-type: none"> <li>relevant sections from job description and written examples of contributions to key tasks;</li> <li>examples of the Applicant's role in project planning, organisation of tasks, use of people and resources, managing changing technical and project needs;</li> <li>written examples of personal contributions to key tasks;</li> <li>examples of preparing and implementing quality-related processes; and</li> <li>examples of projects for which they had responsibility for design, implementation, interpretation of data collected and presentation of conclusions.</li> </ul>				