

# Framework of competencies for Chartered Geographer

This framework is an amplification of the existing requirements for award of Chartered Geographer status. It includes many of the professional characteristics of people who have become Chartered Geographers (it is not expected that individuals will display all the competencies exemplified. Successful applicants normally have evidence for each competency group (1-4) and are able to provide examples for many (but not all) of the individual competencies). The intention is for the framework to be helpful and illustrative to those looking to apply for the accreditation.

**Geographical processes** are those interactions of environmental processes and human activities on the Earth's surface that determine the different characteristics of places. Chartered Geographers should be able to demonstrate their competence, experience and professionalism in the workplace in applying appropriate forms of expertise to the analysis of such processes.

Competency	Examples
<b>Ability to demonstrate competence in:</b>	
<b>1) Apply geographical skills, knowledge and understanding</b>	
Deal with geographical issues, systematically and creatively, and make reasoned judgements.	
<b>Understand the complexities of geography and of geographical processes in time and space in relation to your areas of special expertise</b>	<ul style="list-style-type: none"> <li>• Recognising and determining basic geographical processes</li> <li>• Using sound evidence-based approaches to problem solving</li> <li>• Identifying and selecting procedures and methods to undertake geographical tasks</li> <li>• Conducting or engaging in appropriate study and research to improve geographical practices and solutions</li> <li>• Evaluating the effectiveness and relevance of geographical approaches and solutions in use in your area of specialism</li> </ul>
<b>Use theoretical and practical methods in the analysis and development of solutions to problems</b>	<ul style="list-style-type: none"> <li>• Undertaking, advising on or managing the work of others</li> <li>• Collecting, analysing and evaluating relevant information and identifying possible solutions</li> <li>• Critically analysing and embracing new geographical information and seeking new skills, knowledge and competences</li> <li>• Identifying and selecting appropriate methodologies and approaches</li> <li>• Analysing and evaluating problems, some complex, from a geographical perspective, sometimes working with incomplete data</li> <li>• Demonstrating a critical awareness of current geographical problems and anticipate the impact of future social and environmental trends</li> <li>• Recognising the importance of results and learning from these to improve future geographical solutions and approaches</li> <li>• Utilising a holistic, sustainable approach where appropriate</li> </ul>
<b>2) Innovate</b>	
Demonstrate self-direction and originality in resolving geographical problems.	
<b>Use a combination of skills, knowledge and understanding to be able to optimise and engage in applying existing and emerging geographical methods and technologies</b>	<ul style="list-style-type: none"> <li>• Identifying potential projects and opportunities through knowledge and awareness of the discipline and field of practice</li> <li>• Conducting research to enable the design and development of spatial analysis techniques</li> <li>• Identifying the limitations of your own skills, knowledge and understanding</li> <li>• Identifying the potential of new geographical technologies, processes, systems and services</li> <li>• Exercising confidence and flexibility when dealing with new and changing situations</li> <li>• Using knowledge of the employer's market position to assess the viability of opportunities</li> <li>• Contributing to marketing and/or tendering for new geographical products, services or technologies</li> </ul>

<p><b>Engage in the creative and innovative development of geographical methods and technologies and continuous improvement of existing methods and technologies</b></p>	<ul style="list-style-type: none"> <li>• Establishing users' geographical needs</li> <li>• Collecting, analysing and evaluating marketing needs and contributing to strategies</li> <li>• Identifying constraints and exploit opportunities for the development and transfer of methods and technology within the geographical field</li> <li>• Conducting research to appraise data and using evidence from good practice to improve efficiencies, maintaining cross-disciplinary working</li> <li>• Authoring reports and publications and contributing to the evaluation of methodological outputs</li> </ul>
<p><b>3) Act professionally</b>          Demonstrate an understanding and commitment to professional standards, recognising obligations to the Royal Geographical Society (with IBG), the profession and the environment. Take the initiative to plan and implement geographical tasks at a professional level, showing leadership and working within teams.</p>	
<p><b>Comply with the relevant codes of conduct</b></p>	<ul style="list-style-type: none"> <li>• Working constructively within all relevant legislation and regulatory frameworks, including social and employment legislation</li> <li>• Demonstrating initiative in and commitment to the affairs of your professional body</li> <li>• Complying with current Health and Safety legislation, including examples of good practice you adopt in your work</li> <li>• Recognising the importance of professional responsibility</li> <li>• Identifying ethical elements in decisions</li> <li>• Addressing and resolving problems arising from questionable practice</li> <li>• Complying with the rules of professional conduct of your professional body</li> <li>• Understanding the need to behave professionally and ethically at all times in accordance with the Society's Code of Conduct</li> </ul>
<p><b>Carry out continuing professional development necessary to maintain and enhance competence in own area of practice</b></p>	<ul style="list-style-type: none"> <li>• Recognising the importance of keeping up to date with national and international geographical issues</li> <li>• Undertaking reviews of your own development needs</li> <li>• Preparing action plans to meet personal and organisational objectives</li> <li>• Maintaining your own CPD plans, activities and records</li> <li>• Maintaining evidence of your development through on-the-job learning, private study, in-house and external courses, training and conferences</li> <li>• Evaluating CPD outcomes against action plans</li> <li>• Supporting the RGS-IBG or other relevant professional geographical bodies with their work</li> </ul>
<p><b>Apply geographical knowledge and understand the benefits this can bring to your work</b></p>	<ul style="list-style-type: none"> <li>• Understanding the wider geographical context in which the area of study or work is being undertaken</li> <li>• Reformulating and using practical, conceptual or technological understanding of geography to develop ways forward in complex situations</li> <li>• Demonstrating the beneficial impacts of a geographical approach</li> <li>• Supporting documentation including reports and/or presentations</li> </ul>
<p><b>Plan and organise projects and tasks effectively</b></p>	<ul style="list-style-type: none"> <li>• Identifying factors affecting project implementation</li> <li>• Identifying potential projects and opportunities through a knowledge of the field of practice and current discipline needs</li> <li>• Ensuring necessary resources are in place for effective project implementation</li> <li>• Gathering and evaluating feedback, implementing where possible</li> <li>• Taking responsibility for the provision of tasks/advice</li> </ul>
<p><b>Plan, budget, organise and</b></p>	<ul style="list-style-type: none"> <li>• Recognising the importance of managing junior colleagues and delegating tasks</li> </ul>

<b>control tasks, people and resources</b>	<ul style="list-style-type: none"> <li>• Undertaking or contributing to staff appraisals</li> <li>• Planning and contributing to the development of staff</li> <li>• Collecting evidence from colleagues of the management, assessment and feedback that you have provided</li> <li>• Establishing and agreeing quality standards, programmes and budgets</li> <li>• Taking responsibility for the provision of tasks/advice</li> </ul>
<b>Achieve intended goals</b>	<ul style="list-style-type: none"> <li>• Using effective time management to provide project outputs to clients or colleague to budget and on time</li> <li>• Demonstrating a critical awareness of the impacts of late outputs to clients or colleagues</li> <li>• Conducting research to allow timely provision of fit-for-purpose products to clients</li> <li>• Critically analysing the effectiveness of products or services and their ability to meet the clients' needs</li> </ul>
<b>Work effectively in a team</b>	<ul style="list-style-type: none"> <li>• Recognising the importance of working towards collective goals</li> <li>• Maintaining and creating new working relationships within, and outside of, your organisation</li> <li>• Acknowledging the needs and concerns of others</li> <li>• Collaborating effectively in joint operations, providing a personal contribution punctually and responsibly</li> </ul>
<b>4) Communicate and influence</b> Communicate with clarity and enthusiasm to specialist and non-specialist audiences, influencing colleagues and other professionals. Listen to and accept the value of different views.	
<b>Communicate effectively, and utilise interpersonal skills</b>	<ul style="list-style-type: none"> <li>• Preparing materials for use internally and/or externally for interaction with non-geography professionals</li> <li>• Developing supporting documentation showing how you have shared your knowledge and experience, including: reports, correspondence, presentations, published articles or papers</li> <li>• Delivering presentations to a range of audiences, both specialists and non-specialists</li> <li>• Leading and sustaining debates</li> <li>• Contributing valuably to professional meetings, participating in and chairing and meetings and discussions</li> <li>• Identifying, engaging with and responding to a range of stakeholders</li> </ul>
<b>Use effective influencing and negotiating skills with colleagues and clients/external bodies</b>	<ul style="list-style-type: none"> <li>• Actively seeking the opinions and contributions of others</li> <li>• Liaising and negotiating with, and responding to, a range of stakeholders</li> </ul>
<b>Support colleagues and promote the geographical discipline within your organisation or wider field</b>	<ul style="list-style-type: none"> <li>• Promoting the benefits of using geographical information and analysis across your organisation and more widely</li> <li>• Assisting others with their own continuing professional development</li> <li>• Conducting appropriate study and research to influence the design and development of geographical projects</li> <li>• Actively encouraging junior colleagues' learning and career progression towards their professional goals</li> <li>• Mentoring junior colleagues and assisting, advising and guiding to encourage progression to a relevant accreditation, if appropriate</li> </ul>

This framework was drafted in April 2013 and has been approved by the Society's Council. The content will be reviewed regularly in the light of continually developing experience.