

Chartered Geographer Framework of Competencies

Chartered Geographer is the accreditation for those who demonstrate professionalism in the application of geographical knowledge, skills, methods/techniques, insights and judgments to their professional practice, and who are committed to maintaining their expertise through Continuing Professional Development (CPD).

Geography is concerned with the earth's landscapes, peoples, places and environments and the relationships between them. It provides an effective framework for understanding the dynamics of phenomena over space and time. Geographers offer a spatial lens combined with a critically informed understanding of the many ways of representing and interpreting the world, and of understanding the process which operate within it, to bring unique insight and support reasoned and effective decision-making.

As appropriate to their practice, Chartered Geographers' knowledge and skills may be based in the physical, environmental or social sciences or in the humanities, and across many areas of work: in education and training, in research, in the commercial world, including consultancy, in the public sector, charitable organisations, the planning professions and in resource management. A successful Chartered Geographer will have maintained and demonstrated the application of geographical knowledge and skills throughout their professional lives.

Theme	Competency
1. Apply geographical skills, knowledge and understanding Integrate geography within your professional practice systematically and creatively, making reasoned judgements.	1.1 Apply geographical skills, knowledge and understanding to your work, understanding and advocating the benefits geography can bring
	1.2 Understand the geographical dimensions of your practice, and draw upon appropriate geographical concepts, theories and methodologies to engage with these
	1.3 Use data and evidence to offer geographical knowledge and understanding and support reasoned and effective decision-making
2. Innovate Demonstrate self-direction and originality in using and developing geographical skills, knowledge, approaches, concepts and ideas.	2.1 Be aware of the context(s) in which you and your organisation use and deliver services and products
	2.2 Use geographical skills, knowledge and understanding to apply and optimise a range of existing and emerging methods, approaches and technologies
	2.3 Be creative and innovative in the development and improvement of geographical skills, knowledge, approaches, concepts and ideas
3. Act professionally Demonstrate an understanding and commitment to professional standards, recognising obligations to RGS-IBG, the profession, your organisation and the environment. Take the initiative to plan and implement tasks to achieve goals, demonstrating leadership and working effectively within teams.	3.1 Comply with relevant legislation, regulation and codes of conduct, and behave responsibly, safely and ethically
	3.3 Achieve intended goals when engaging with clients, colleagues and other stakeholders, independently and in a team
	3.3 Plan and organise projects, tasks, resources and/or people effectively and responsibly, managing risk and change
	3.4 Actively engage in continuing professional development (CPD) necessary to maintain and enhance competence in an area of practice
4. Communicate and influence Communicate with clarity and enthusiasm to different audiences, influencing colleagues and other professionals. Listen to and accept the value of different views.	4.1 Communicate effectively and build strong working relationships
	4.2 Use effective influencing and negotiating skills with colleagues, clients/external bodies and other stakeholders to achieve intended goals
	4.3 Promote the insights a geographical approach can bring for you and your colleagues, clients, organisation and wider field

Demonstrating the Framework of Competencies

Chartered Geographers are expected to demonstrate, and continue to advance through continuing professional development, their professional expertise across four themes. It is not expected that individuals will display every competency in depth, but successful applicants normally have evidence across each theme and are able to provide examples for many of the individual competencies across the whole of their application materials (professional CV, personal self-evaluation and CPD record). They must be capable of demonstrating their professional impact outside the expectations of their immediate role.

Chartered Geographers will demonstrate these themes in different ways, depending on their background, career pathway, sector, role and specialisms. The table below articulates each competency statement, illustrating the ways in which applicants might demonstrate and evidence their competence with specific reference to their career and other experiences and expertise. It includes many of the professional characteristics of people who have become Chartered Geographers and the sectors employing them.

Competency		Articulations	
		Evidence your competence, and continue to develop your practice, through activities such as:	
1. Apply geographical skills, knowledge and understanding			
<p>1.1 Apply geographical skills, knowledge and understanding to your work, understanding and advocating the benefits geography can bring</p> <p><i>For applications with specific post-nominals (e.g. Econ, Geomorph, GIS/GI, Teacher), applications should clearly demonstrate a depth of competence, experience and application of skills within that field of geography.</i></p>	<ul style="list-style-type: none"> • Understanding the wider geographical context/s in which your work is being undertaken • Understanding and evaluating the effectiveness and relevance of current and emerging geographical approaches and solutions in use in your area of specialism • Demonstrating and advocating the benefits and impact of a geographical approach for a specific project or context • Understanding links between geography and professional practice, including specialisms outside geography • Reformulating and using practical, conceptual or technological understanding of geography to develop ways forward in complex situations • Identifying and selecting appropriate procedures and methods to undertake tasks of a spatial/geographical nature • Conducting or engaging in appropriate study, research and work-based learning to improve geographical practices and solutions • Producing and contributing to work outputs that exemplify geographical knowledge and understanding, e.g. producing project outputs in a variety of formats (data, visualisations, written reports and/or verbal presentations (any of which may be internal or external) 		
<p>1.2 Understand the geographical dimensions of your practice, and draw upon appropriate geographical concepts, theories and methodologies to engage with these</p>	<ul style="list-style-type: none"> • Identifying and selecting appropriate geographical concepts, theories, methodologies and approaches • Raising awareness of geographical datasets and approaches that could add value to the analysis or approaches of other specialists • Analysing and evaluating problems, some complex, from a geographical perspective, sometimes working with incomplete data • Collecting, analysing and evaluating relevant information and evidence to analyse problems and identify possible solutions • Critically analysing and adapting to the use of new geographic information and approaches and seeking new skills and knowledge to embrace these effectively • Demonstrating a critical awareness of current geographical problems and anticipate the impact of future social and environmental trends. • Recognising the importance of results, and of geospatial visualisations and other forms of presenting them, reporting and learning from these to improve future geographical solutions and approaches • Advocating and using a holistic and sustainable approach where appropriate 		

Competency	Articulations Evidence your competence, and continue to develop your practice, through activities such as:
1.3 Use data and evidence to offer geographical insight and support reasoned and effective decision-making	<ul style="list-style-type: none"> • Understanding the importance of data and evidence, and how these contribute geographical insight, in your work • Using geographical expertise, knowledge and skills to work with specialists in other fields to advance goals and develop solutions • Identifying relevant and appropriate sources of data, and applying suitable techniques to collect, collate, process/transform, store and present it • Interpreting a range of data and evidence to evaluate options and scenarios and provide recommendations • Working with, and understanding the limits of, incomplete data • Understanding and following your organisation's data practices (this might include, for example, working in common data environments; compliance policies; data capture methods; client data protocols) • Providing guidance to others on the appropriate use of geographical data and evidence to optimise decisions • Taking a critically informed approach to representing the world using geographical data, methods and approaches
2. Innovate	
2.1 Be aware of the context(s) in which you and your organisation use and deliver services and products	<ul style="list-style-type: none"> • Understanding how your role contributes to the strategic objectives of your wider team and organisation • Being aware of internal or external factors affecting how your wider team and the organisation operates and adapting your working practices appropriately • Using knowledge of the organisation's context to assess the viability of opportunities and make informed decisions • Sharing the insight gained from geographical approaches to solving problems and delivering services and products with stakeholders, colleagues and clients • Contributing to the development of business cases and tenders for geographical products, services or technologies • Contributing to the development of marketing materials for geographical products, services or technologies • Working collaboratively and achieving goals with project partners, stakeholders or other organisations that have different priorities • Gather and use evidence to assess the costs, benefits and risks of a wide range of delivery options when making commercial decisions
2.2 Use geographical skills, knowledge and understanding to identify, apply and optimise a range of existing and emerging methods, approaches and technologies	<ul style="list-style-type: none"> • Being alert to emerging issues and trends which might impact or benefit your work and that of your team • Identifying the potential of new geographical technologies, processes, systems and services and adopting them for your work where possible and appropriate • Identifying potential projects and professional opportunities through knowledge and awareness of the discipline and field of practice • Knowing the limitations of your own skills, knowledge and understanding • Exercising confidence and flexibility when dealing with new and changing situations, approaches or technologies • Challenging the status quo and accepted assumptions to drive improvement in products, processes and services • Synthesising and reorganising information to find better approaches and solutions • Seeking information from other fields to integrate with geographical thinking to develop novel applications of your knowledge, skills and approaches

Competency	Articulations Evidence your competence, and continue to develop your practice, through activities such as:
2.3 Be creative and innovative in the development and improvement of geographical skills, knowledge, approaches, concepts and ideas	<ul style="list-style-type: none"> • Establishing users' geographical needs and opportunities to address them • Collecting, analysing and evaluating market needs and contributing to strategies to address this • Identifying constraints and exploiting opportunities for the development and transfer of knowledge, skills, methods and technology within geographical fields • Conducting research to appraise data and using evidence from good practice to improve efficiencies, maintaining cross-disciplinary working • Take initiative to suggest ideas for improvements, sharing this feedback with others in a constructive manner • Producing or contributing to: reports and other written outputs; the evaluation of methods/techniques, approaches and their resulting outputs • Learning from experience, and applying that to developing and improving professional geographical practice
3. Act professionally	
3.1 Comply with relevant legislation, regulation and codes of conduct, and behave responsibly, safely and ethically	<ul style="list-style-type: none"> • Complying with and working constructively within all relevant legislative and regulatory frameworks, including employment, and Health and Safety, and adopting good practices to support this • Recognising the importance of taking ownership, being accountable for your work and upholding high professional standards in doing so • Behaving professionally and ethically at all times in accordance with the Society's Code of Conduct for Chartered Geographers and other professional bodies to which you may belong • Being aware of and adopting practices to address the ethical dimensions of your decision-making (choosing a way forward consistent with the codes, policies and values that you and your organisation hold) • Showing initiative in and commitment to the work of professional bodies • Identifying problems arising from questionable practice and taking appropriate steps to escalate, address or resolve these
3.2 Achieve intended goals when engaging with clients, colleagues and other stakeholders, independently and in a team	<ul style="list-style-type: none"> • Recognising the importance of working towards collective goals and your role in that, including collaborating effectively and responsibly • Critically analysing the effectiveness of products or services and their ability to meet the needs of stakeholders • Taking personal responsibility for delivering tasks, projects and outputs to a high-quality standard, within budget and on time, independently and/or within teams • Having a critical awareness of the impacts of late, incomplete or poor-quality outputs or advice • Cultivating and maintaining new working relationships within and outside your organisation • Recognising situations that require personal initiative and taking appropriate action to address issues or problems • Undertaking research and learning to enable timely provision of fit-for-purpose products. • Treating others with dignity, being respectful of their practices, customs, culture and personal beliefs • Respecting and valuing the professional strengths, alternative viewpoints and working practices of others and learning from them • Identifying potential sources of conflict, and using negotiation and collaboration to resolve issues • Enabling colleagues to develop and succeed through feedback and encouragement.

Competency	Articulations Evidence your competence, and continue to develop your practice, through activities such as:
3.3 Plan and organise projects, tasks, resources and/or people effectively and responsibly, managing risk and change	<ul style="list-style-type: none"> • Identifying and initiating potential projects and opportunities through a knowledge of the field of practice and current discipline needs • Ensuring necessary resources are in place for effective project delivery, identifying and addressing factors that may affect success • Monitoring the performance of projects and solutions and taking responsibility for improvement, in your own work and/or in wider activities • Adapting as the scale and/or complexity of projects and tasks change • Anticipating, assessing and managing risk, and identifying suitable contingency strategies • Applying, and contributing to the ongoing development of, appropriate quality standards for projects and tasks • Seeking and evaluating feedback, implementing improvement where possible • Making difficult decisions, weighing the complexities involved against the need to act • Adapting your communication and decision-making, and escalating issues appropriately, to support effective line-management and/or project delivery • Recognising the importance of and continuing to develop the skills and behaviours needed for managing yourself and others effectively • Taking responsibility for the allocation or delegation of tasks within a team • Undertaking or contributing to staff appraisals and/or self-appraisals • Planning, contributing to and encouraging the learning and continuing professional development of your team • Using reflective practice to set goals and professional development objectives for yourself and/or others • Taking a leadership role in projects and other activities when opportunities arise • Collecting evidence and feedback from colleagues of the management, guidance, assessment and feedback that you may have provided.
3.4 Actively engage in continuing professional development (CPD) necessary to maintain and enhance competence in an area of practice	<ul style="list-style-type: none"> • Recognising the importance of, and keeping up to date with, local, national and international geographical issues and developments, and how these might impact your work • Identifying personal and organisational objectives, and reviewing your development needs in relation to these • Preparing action plans to meet objectives and development needs, and regularly reviewing your progress against these plans • Identifying the most appropriate mixture of CPD for your development needs • Drawing upon the Chartered Geographer Framework of Competencies, and employer frameworks relevant to your role, to evaluate and critically reflect upon your career pathway, routes for progression and how CPD is supporting you in achieving this • Maintaining records of your CPD objectives, plans and activities, showing how you have developed skills and knowledge through CPD • Supporting others in their learning and professional development by sharing expertise, within and outside your organisation • Supporting the RGS-IBG and/or other relevant professional geographical bodies with their work

Competency		Articulations	
		Evidence your competence, and continue to develop your practice, through activities such as:	
4. Communicate and influence			
4.1 Communicate effectively and develop strong working relationships		<ul style="list-style-type: none"> • Communicating effectively, appropriately and in a timely way in a range of settings, e.g. face-to-face, by telephone, and in electronic forms, to maximise understanding and impact • Preparing and delivering presentations internally and/or externally to specialists and non-specialists, to communicate geographical insight • Writing or contributing to written materials, e.g. reports and working papers, correspondence, presentations, published articles or papers that share your geographical knowledge and experience • Clarifying strategies and plans, with a sense of purpose and direction, in an enthusiastic and collaborative manner • Adapting language and style to communicate effectively to different audiences • Contributing valuably and constructively to professional meetings, participating in and chairing meetings and discussions • Identifying, engaging with and responding to a range of stakeholders, who may be internal or external to your organisation • Leading or contributing to difficult conversations in a constructive and respectful way. 	
4.2 Use effective influencing and negotiating skills with colleagues and clients/external bodies to achieve intended goals		<ul style="list-style-type: none"> • Considering the wider impact of your work • Actively seeking the opinions and contributions of others, valuing and learning from them • Communicating with conviction, clarity and credibility when negotiating terms or resolving issues • Justifying your recommendations, actions and decisions, and/or that of your team, when needed • Liaising and negotiating with, and responding to, a range of stakeholders, adapting communication styles to the nature of the engagement • Being enthusiastic and inspirational, promoting the benefits and insights of geographical thinking and approaches • Asking questions in ways that enhance the clarity, quality, and reliability of information • Leading and sustaining debates 	
4.3 Promote the insights a geographical approach can bring for you and your colleagues, clients, organisation and wider field		<ul style="list-style-type: none"> • Promoting the benefits of using geographical information, skills, knowledge and understanding to non-geographers within your organisation and more widely • Undertaking appropriate learning and research to contribute geographical insight to the design and development of future projects • Supporting others in their continuing professional development, through sharing your geographical knowledge and expertise • Sharing the benefits of belonging to and engaging with a professional body • Encouraging, mentoring and/or peer-supporting colleagues towards their professional goals which may include advising and guiding their progression to a relevant professional accreditation (if appropriate to them) 	