

Climate and Environment Advisers Competency Framework

Climate Change and Environment issues are fundamentally linked. Climate change causes and exacerbates the loss of biodiversity. The loss of biodiversity and ecosystems causes and exacerbates climate change and reduces resilience and adaptive capacity to it. Both undermine long-term growth and development and hit the poorest first and hardest.

Current patterns of economic growth and development are depleting natural resources and degrading ecosystems at an alarming rate and many developing countries are now facing resource scarcities which threaten to undermine development and achievement of the MDGs. Developing countries are especially dependent upon natural assets. Their depletion reduces wealth and undermines prospects for future sustainable growth. With good governance, these resources offer pathways out of poverty for some of the poorest countries. At global level, their public goods values are crucial to climate control, and at local level, they provide the poorest people with the basic goods and services needed for livelihoods (e.g. water, food, soil fertility, clean water).

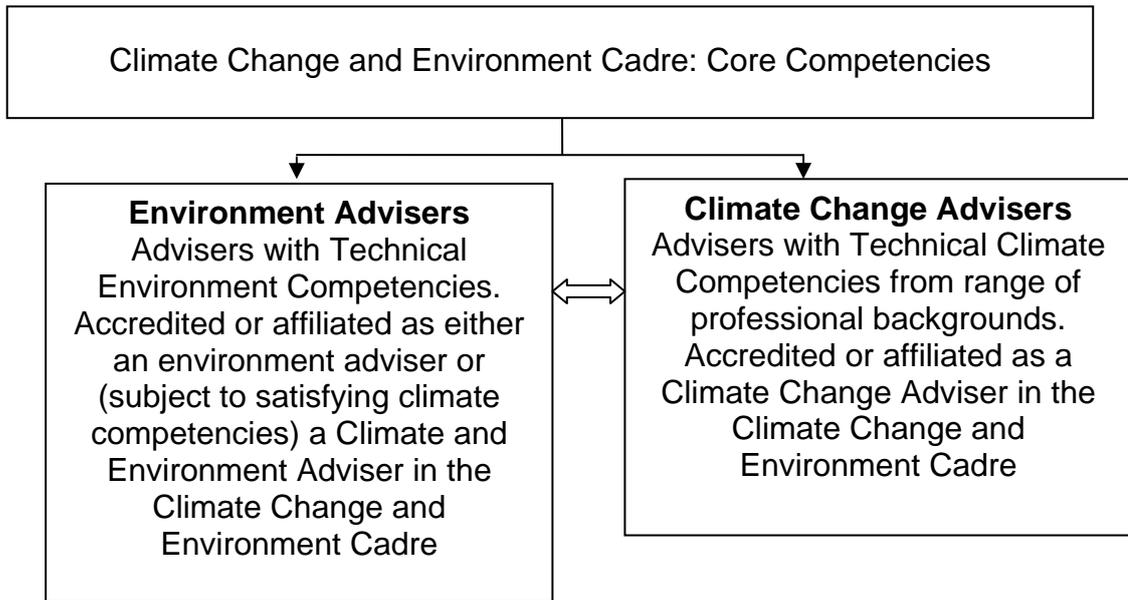
A robust evidence-base shows that natural ecosystem deliver enormous global public goods values. But better evidence and analysis is often needed to underpin planning and resource allocation at national level and below, tools to value their contribution to national and local economies need to be improved and better instruments, and institutions, are needed to capture these values. In some countries contested natural resources are a contributory factor in conflicts and state fragility.

The complex and uncertain nature of climate change requires the application of a range of skills across many sectors and professions for climate change adaptation and mitigation processes. It is important that DFID has advisers with sufficient depth of knowledge and experience, to effectively advise national and local government departments, engage effectively with NGOs, the private sector, and other bilateral and multilateral agencies.

The required competencies reflect the multi-disciplinary nature of climate change. Climate advisers will however need to demonstrate in depth understanding of a number of the areas, and a broad understanding of several others. And through continuing professional development be further strengthening both the depth and breadth of their knowledge.

The cadre also plays an important role in making DFID a 'Climate and Environment Smart' organisation in supporting the integration of these issues through all its work.

Each competence will be assessed on the following scale: 0= limited or none; 1= basic level ; 2= good level ; 3= advanced level of understanding and application



Climate and Environment Core Competencies (for all Advisers)	
Core Knowledge Required	<p>All advisers must be able to demonstrate understanding and experience in the following areas:</p> <ul style="list-style-type: none"> • Growth; climate resilient, low carbon, and environmentally sustainable • Development planning; integration of environment and climate priorities and the role these play in underwriting long term development effectiveness and achievement of the MDGs • Political economy and governance of climate change/environment • Knowledge and understanding of relationship between poverty, environment, climate change, economics and social issues. • Principles of sustainable development

Environment Group - Qualifications and Experience

<p>Required qualifications:</p> <p>Degrees</p> <p>Environmental sciences, environmental management or related first degree complemented by post-graduate qualifications in (1) management or development studies or (2) a relevant specialist technical area.</p> <p>A more general first degree (for example geography, economics, development studies) is acceptable if supplemented by a technical higher degree (for example environmental technology, environment and development, environmental economics etc)</p> <p>Professional membership</p> <p>While Chartered Environmentalist status is not required for environment advisers, it is encouraged for A1 promotion candidates. Membership is also recommended to all environment advisers as an effective way of keeping their technical knowledge up-to-date.</p> <p>The Society for the Environment (www.socenv.org.uk) is responsible for awarding the title of Chartered Environmentalist (CEnv) through its 23 licensed member bodies. These include the Institution of Environmental Sciences (IES), the Institute of Ecology and Environmental Management (IEEM), the Chartered Institute for Water and Environmental Management (CIWEM) and Institute for Environmental Management and Assessment (IEMA).</p> <p>Professional accreditation</p> <p>All these professional institutions offer Chartered Environmentalist (CEnv) accreditation. Professional accreditation, where appropriate, should form part of the continuous professional development of an A2/A3 adviser.</p>	<p>Required experience:</p> <p>On entry, exposure and mix of UK and overseas experience as an environment manager, natural resource manager, sustainable development adviser, environmental ecologist or other relevant technical role.</p> <p>This should include at least two years work experience in environmental policy and planning, which indicates a proven ability to advise on environmental policy issues, as well as a degree of experience in developing country context, either on project or policy related work.</p> <p>For higher grades (A2 and A1) greater depth and breadth of relevant professional experience needs to be demonstrated, including the role of environment in development and relevant policy work.</p> <p>For the senior grade (A1) corporate development agency experience is required, as well as in-country operational work and policy making practice. Familiarity with ministerial processes and working across Whitehall is also required. Candidates should be able to demonstrate a strong political awareness of how DFID operates and its corporate priorities. The candidate should have experience of either working on key areas of development policy or at a strategic level with key development partners and be able to demonstrate significant experience of influencing in-country processes and policy-making at a senior level.</p>
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Environment Advisers

<p>Core technical knowledge REQUIRED</p>	<p>Environment advisers must be able to demonstrate significant knowledge and experience in some of the following areas and knowledge of most of the others:</p> <ul style="list-style-type: none"> • The inter-relationships between environmental sustainability, climate change, growth, development, social and economic issues • Ecosystem functions and change • Climate change as an environmental change phenomenon • The role of environmental and natural resource management in underpinning long-term development effectiveness and the achievement of the MDGs. • Contextual and historical understanding of sustainable development and green growth • Links between global, regional and local environment and development issues • Knowledge and understanding of tools and mechanisms for achieving sustainable development and green growth • Understanding of environmental management systems and tools, risk assessment and due diligence in the public and private sector (e.g. EMS, ESN, SEA etc)
<p>Specific technical knowledge DESIRED (according to job requirements)</p>	<p>A good understanding of specific environmental issues, including:</p> <ul style="list-style-type: none"> • Natural resources and their management (e.g. biodiversity, forestry, water, land, soil, fisheries, oceans and coast) • Environmental health: Pollution prevention, control and remediation • Urban and rural environment • Land use change and planning including rural and urban environment, agriculture and desertification • Industry and the environment • Conflict over natural resources. • Sustainable consumption and production • Understanding: <ul style="list-style-type: none"> • Multilateral Environmental Agreements • Role of international Institutions

	<p>including the World Bank and UN in environmental management</p> <ul style="list-style-type: none">• Use of market based instruments for environmental management;• Skills to anticipate possible future environmental change and identify possible development consequences• Analyse and evaluate complex and sometimes competing environment and development issues and integrate these into practical, balanced and sustainable solutions.• Knowledge of EU/UK environmental regulations and management policy and practice
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<p>Cross-cutting technical knowledge REQUIRED</p>	<p>Basic knowledge/understanding of:</p> <ul style="list-style-type: none">• Basic environmental economics• Basic environmental law• Environment and governance• Key global public good and technology issues that impact on the environment (for example developments in international trade, science and technology) and an understanding of the factors that mediate between these factors and poor people.• Networks among environment and development policy professionals (other agencies, private sector, academics, institutions and NGOs etc) <p>Understanding how to:</p> <ul style="list-style-type: none">• Translate environmental principles to the range of interventions and aid instruments across the DFID portfolio. In particular; including:<ul style="list-style-type: none">• Economics and growth• Infrastructure• Livelihoods• Governance• Budget support• Public financial management• Conflict, natural disasters and humanitarian responses• Use creativity and innovation to recommend approaches, technologies and solutions that support principles of sustainable development

<p>Institutional and organisational knowledge DESIRED</p>	<p>Knowledge/understanding of:</p> <ul style="list-style-type: none">• Integrating environment into government sectoral and interdepartmental planning and delivery processes• National and local regulatory and institutional frameworks for environmental management, as applied to developing countries• Role of civil society, and contribution of environmental movements• Environmental standards and legislation
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Climate Advisers

Academic Qualifications

For accreditation Masters degree in an area relevant to climate change and development e.g. climate science, agriculture, economics, social development, environment, environmental technology, geography, development studies etc. Applicants with more general academic qualifications can apply for affiliation (where relevant to their current role) but will need to demonstrate some knowledge and experience of climate change issues.

The complex and uncertain nature of climate change will require the application of a range of skills across many sectors and professions for climate change adaptation and mitigation processes. It will be important that DFID has advisers with sufficient depth of knowledge, and experience to effectively advise national and local government departments, engage effectively with NGOs, the private sector, and other bilateral and multilateral agencies.

Climate change advisers will require a sound understanding of the science, implications and priority responses to the climate change challenge. They will also need significant working experience of climate change – at least 2 years for accreditation.

The competencies listed below are wide ranging to reflect the multi-disciplinary nature of climate change. We do not expect an adviser to have in depth knowledge of all of these issues. Climate advisers will however need to demonstrate in depth understanding of a number of the areas, and a broad understanding of several others. And through continuing professional development be further developing both depth and breadth of knowledge.

<p>Cross-cutting technical knowledge REQUIRED</p>	<p>Adaptation</p> <p>Able to demonstrate understanding of:</p> <ul style="list-style-type: none">• basic data (e.g. rainfall records) needed for assessment models and impact analysis• Adaptation planning tools, NAPAs and beyond• Vulnerability risk assessment• Forecasting and scenario planning• Spatial decision tools• Economic assessment of adaptation options• Adaptation financing – and additionality to ODA• Climate Proofing• Mainstreaming adaptation
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- Climate change and rural livelihoods
- Climate change and urban development
- Environmental protection/enhancement
- Biodiversity, ecosystems and resilience to climate change
- Water resources and climate change
- Environmental, social and economic factors for improved livelihood and effective land use.
- Understanding how to support countries to access and use adaptation funding.
- Prioritising adaptation plans, 'Low regrets' adaptation options etc.
- Articulating what good climate resilient development actually look like.

Low Carbon Development

- Carbon emission reduction planning
- Carbon sequestration (land use planning, forest management, carbon capture and storage)
- Carbon markets
- Economics of low carbon growth
- Renewable energy technologies
- Energy efficiency
- Low carbon energy policy
- Low carbon cities or zones / eco-cities
- 'pro-poor' options for low carbon development. Opportunities for 'win-win' solutions.
- How to facilitate access for developing countries to financing for low carbon energy development

General

- Ability to translate scientific climate information into policy and practical guidance
- Understanding international climate negotiation processes – UNFCCC, Kyoto, Copenhagen
- Economics of climate change – e.g. Stern Review on costs of mitigation and adaptation
- Skills and knowledge to build linkages between poverty reduction, MDGs, macroeconomic policies, environment, energy, climate change and sustainable development.
- Gender and climate change
- Monitoring Reporting and Verification – what are the requirements for developing countries and how can they develop their capacity to meet these requirements
- Analysing strategies employed in own area of work to minimise risks and

	<p>maximise opportunities related to climate change and climate variability.</p> <ul style="list-style-type: none"> • Traditional indigenous Knowledge and coping strategies • Resilient social and government structures • Climate change and natural resource related migration • Disaster Risk Reduction and climate change – conceptual and practical linkages
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SHARED TECHNICAL COMPETENCIES (REQUIRED)

There are four areas of knowledge and skills are common to all advisory groups. These are intended to add value to DFID’s professional advisory skill base and the ability of advisers to meet business needs.

Knowledge and understanding of international aid	<ul style="list-style-type: none"> ▪ The Millennium Development Goals (MDGs) and international architecture for aid and development the UN, European Union, G20, International Finance Institutions, regional institutions and NGOs ▪ Aid instruments and how they are deployed – project financing, sector-wide approaches, budget support, technical assistance, results based aid, and global funds ▪ The changing aid landscape and the role of new players – e.g. emerging economies, BRICS, private foundations, business and think tanks ▪ The UK international policy framework and its implications for international development – e.g. trade, security, fragility and climate change
Collating, analysing and presenting evidence/research using statistical and wider analytical skills	<p>Able to access, critically appraise and use evidence, demonstrating skills in the following areas:</p> <ul style="list-style-type: none"> ▪ Understand a range of qualitative and quantitative research methodologies including the application of basic statistical methods ▪ Critically appraise* and assess the quality of published research and other potential sources of evidence ▪ Interpretation, use and presentation of data and evidence in defining policy and practice ▪ Comprehension of key concepts from social and cultural analysis and basic understanding of the use and application of political economy analysis <p>*Critical appraisal is the process of carefully and systematically examining research to judge its trustworthiness and its value and relevance in a particular context</p>
Economic concepts, appraisal and value for money	<ul style="list-style-type: none"> ▪ Familiarity with key economic concepts ▪ Good level of general numeracy ▪ Understanding economic approaches to project appraisal and evaluation, including different ways of measuring efficiency, equity and impact ▪ High quality professional input to programme design and evaluation in line with assessing value for money and results

Evaluation and results	<ul style="list-style-type: none">▪ Competent (level II or above in DFID's evaluation competencies) in applying best practice in evaluation design, using a range of rigorous methods, and ensuring high standards of independence and quality▪ Ability to design, commission and manage evaluations including rigorous impact evaluations, with appropriate technical support, in line with DFID standards▪ Familiarity with the core concepts underpinning DFID's approach to results
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