

**Specialist competence matrix – to support applicants who work in graphics or illustrations**  
**PLEASE NOTE:** All applications will be assessed against the main competence matrix (P6 Applicant’s Guide)  
 with the specialist matrix as an advisory document only.

	<b>Knowledge</b>	<b>Autonomy</b>	<b>Coping with complexity</b>	<b>Perception of professional context</b>
<b>Practitioner (PCIfA)</b>	<ul style="list-style-type: none"> <li>Does the candidate have basic technical knowledge of the subject?</li> <li>Does the candidate have basic technical knowledge of the medium?</li> </ul>	<ul style="list-style-type: none"> <li>Does the candidate work mostly under direct supervision from other staff or colleagues with frequent direction?</li> </ul>	<ul style="list-style-type: none"> <li>Has the candidate demonstrated an understanding of the need for accuracy?</li> <li>Is the presentation clear and intelligible?</li> <li>Does the work resolve basic elements of complexity about the subject?</li> </ul>	<ul style="list-style-type: none"> <li>Does the work meet the minimum level of the brief set by the client?</li> <li>Is this work compatible with the intended method of publication at a basic level?</li> <li>Does the work give the audience a basic understanding of the subject?</li> <li>Demonstrates understanding of the ethical requirements of the Code of conduct and is able to apply to own work. Upholds the values of the Institute to work in the public interest</li> </ul>

	<b>Knowledge</b>	<b>Autonomy</b>	<b>Coping with complexity</b>	<b>Perception of professional context</b>
<b>Associate (ACIfA)</b>	<ul style="list-style-type: none"> <li>Does the candidate have a high level of knowledge with some background awareness of related issues?</li> </ul>	<ul style="list-style-type: none"> <li>Does the candidate work mostly independently with occasional supervision from immediate colleagues?</li> </ul>	<ul style="list-style-type: none"> <li>Has the candidate demonstrated and applied an appropriate degree of accuracy in the work presented?</li> <li>Does the presentation improve the understanding of the subject depicted?</li> <li>Does the work recognise broader elements of complexity within the subject, drawing in and on related material?</li> </ul>	<ul style="list-style-type: none"> <li>Does it build or improve upon the minimum criteria set by the client’s brief?</li> <li>Is this work tailored specifically for this method of publication?</li> <li>Does the work significantly improve the audience’s understanding of the subject within its immediate context?</li> <li>Understands the ethical requirements of the Code of conduct and uses them to guide and review own practice and, where applicable, that of others. Can recognise and resolve potential conflicts of interest within an established framework. Upholds and promotes the values of the Institute to work in the public interest</li> </ul>

	<b>Knowledge</b>	<b>Autonomy</b>	<b>Coping with complexity</b>	<b>Perception of professional context</b>
<b>Member (MCIfA)</b>	<ul style="list-style-type: none"> <li>Does the candidate have an authoritative grasp of the subject and the medium?</li> </ul>	<ul style="list-style-type: none"> <li>Does the candidate work with full autonomy, with little direction from immediate colleagues outside of the necessary everyday project contact?</li> </ul>	<ul style="list-style-type: none"> <li>Has the candidate demonstrated awareness and recognition of the problems relating to accuracy and how they might be understood by the audience?</li> <li>Does the presentation enhance the understanding of the subject and convey the fullest appreciation of the subject?</li> <li>Does the work fully integrate the subject within its immediate context and with its broader significance?</li> </ul>	<ul style="list-style-type: none"> <li>Does this work significantly exceed the minimum requirements to fulfil the client's brief?</li> <li>Does it take full advantage of the intended publication method?</li> <li>Does the work convey a full understanding of the subject within its immediate and broader context?</li> <li>Demonstrates professional judgement and ethical behaviour across a wide variety of complex situations, supporting and encouraging others to do the same. Can anticipate, recognise, and resolve potential conflicts of interest. Promotes the values of the Institute to work in the public interest with colleagues, clients, and stakeholders</li> </ul>