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| <b>Knowledge</b>              | <ul style="list-style-type: none"> <li>• Good working knowledge of the archaeology and cultural heritage of the region in which one works.</li> <li>• Ability to assist in archaeological field survey including GPS site mapping and surface artefact collection.</li> <li>• Ability to assist in anthropological/ ethnographic field survey.</li> <li>• Good working knowledge of allied cultural heritage disciplines eg terrestrial and marine archaeology, ethnography, anthropology, geology, palaeontology, palaeoclimatology, ethnobotany, intangible heritage, historic landscapes, built heritage, conservation, museums, archives, socioeconomics, tourism.</li> <li>• Ability to keep up to date with developments and to take active steps to maintain competence.</li> </ul> |
| <b>Autonomy</b>               | <ul style="list-style-type: none"> <li>• Limited task autonomy - may be assigned role of assisting in field surveys whilst working under supervision.</li> <li>• Collaboration with others, including local archaeologists, is expected.</li> <li>• Understands role in team and recognises when to ask for help.</li> </ul>   |
| <b>Coping with complexity</b> | <ul style="list-style-type: none"> <li>• Recognises the role of international heritage legislation and guidance relevant to location and role.</li> <li>• Recognises the requirements of national heritage legislation and guidance, heritage governance systems and national, regional and/or community-level heritage protection systems.</li> </ul>   |

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## Perception of professional context

- Understands issues of political, economic and security context.
- Awareness of importance of health and safety.
- Has discipline and conducts self in an appropriate manner in another culture.
- Awareness of and respect for own culture and for the cultures and worldviews of others.
- Ability to take personal responsibility for managing their wellbeing.
- Demonstrates understanding of the ethical requirements of the *Code of conduct* and can apply to own work.
- Upholds the values of the Institute to work in the public interest.

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| <b>Knowledge</b>              | <ul style="list-style-type: none"> <li>• High level of working and background knowledge of the archaeology and cultural heritage of the region in which one works or relevant understanding of heritage governance processes, baseline data sources, terrain-appropriate survey and reporting requirements.</li> <li>• Seeks to collaborate with local archaeological and heritage partners, academic and technical advisers to supplement knowledge and understanding with locally informed technical advice, where necessary.</li> <li>• Understanding of sampling strategies, ethnographic survey methods and fieldwork design and implementation.</li> <li>• Ability to advise on and deliver training in field survey, excavation techniques and project logistics.</li> <li>• Ability to assist in anthropological/ ethnographic field survey including interviewing.</li> <li>• Familiarity with allied cultural heritage disciplines.</li> <li>• Ability to draft fieldwork reporting.</li> <li>• Ability to keep up to date with developments and to take active steps to maintain competence.</li> </ul> |
| <b>Autonomy</b>               | <ul style="list-style-type: none"> <li>• Considerable responsibility for tasks using own judgement, within delegated tasks.</li> <li>• Working under supervision for overall task.</li> <li>• Recognises when the supervision or guidance of others, including local archaeologists, may be required.</li> </ul>   |
| <b>Coping with complexity</b> | <ul style="list-style-type: none"> <li>• Familiarity with specific legal frameworks of international heritage relevant to location and role.</li> <li>• Recognises and refers to international heritage policy and guidance, including NGOs, international financial institutions, industry groups and campaigning organisations.</li> <li>• Understands the interplay of roles of the public, traditional leaders, client, contractors, consultants, state and local authorities, and/or archaeological advisers.</li> <li>• Understands the information requirements of other project personnel, e.g. socio-economists, geologists, engineers, hydrologists, ecologists.</li> <li>• Can recognise and resolve potential conflicts of interest within an established framework.</li> </ul>  |

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## Perception of professional context

- Understands role in team and how this fits into the wider project and environment and recognises when to involve senior staff.
- Familiarity with issues of political, economic and security context.
- Understands importance of health and safety.
- Developing skills in intercultural competence, can show an understanding of adaptations needed to work with individuals, groups, and organisations from other parts of the world. Developing culturally appropriate styles of communication and negotiation.
- Ability to deliver training in cultural heritage awareness.
- Ability to deliver basic reports orally and in writing to colleagues, to communicate appropriately to non-specialist audiences.
- Flexibility, resourcefulness, problem-solving ability when working in remote areas.
- Understands the ethical requirements of the *Code of conduct* and uses them to guide and review own practice and, where applicable, that of others.
- Upholds and promotes the values of the Institute to work in the public interest.

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| <p><b>Knowledge</b></p> | <ul style="list-style-type: none"> <li>• Substantial knowledge and depth of understanding of the archaeology and cultural heritage of the region in which one works and relevant working and background knowledge of heritage governance process, baseline data sources, terrain-appropriate survey and reporting requirements.</li> <li>• Collaborates with local archaeological and heritage partners, academic and technical advisers to supplement working and background knowledge with locally informed technical advice where necessary.</li> <li>• Ability to prepare research designs, commission heritage fieldwork, plan project logistics, manage expert subcontractors and monitor quality relevant to the geography, terrain, cultural context and applicable national and international heritage legislation, guidance and governance procedures.</li> <li>• Ability to undertake and assess primary and secondary research to identify bias, errors and gaps within existing or commissioned fieldwork reporting.</li> <li>• Practical integration of allied cultural heritage disciplines into survey, analysis and reporting.</li> <li>• Complex report-writing, interpretation and technical review.</li> <li>• Keeps up to date with developments and takes active steps to maintain competence, and that of their team, where relevant.</li> </ul> |
| <p><b>Autonomy</b></p>  | <ul style="list-style-type: none"> <li>• Substantial autonomy; takes full responsibility for own work in wide-ranging contexts.</li> <li>• Responsible for upholding and, where applicable, improving upon standards.</li> <li>• Responsible for training, development and fair treatment of staff and colleagues, equitable collaboration and sharing data.</li> <li>• Responsible for embedding ethical approaches into fieldwork design, project management and reporting.</li> <li>• Significant personal accountability in allocating resources in a variety of contexts, where applicable.</li> </ul>   |

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## Coping with complexity

- Ensures the appropriate application of international heritage legislation, policy and guidance.
- Identifies areas where international and local legislation, policy and guidance conflicts or are unclear, and seeks to resolve issues.
- Ability to justify and apply good practice.
- Undertakes formal consultation and negotiation with the public, traditional leaders, client, contractors, consultants, state and local authorities, and/or archaeological advisers.
- Anticipates information requirements of other project personnel, collaborating closely to share data and analyses.
- Personal study and active participation within the CI/fA Special Interest Group or other organisations relevant to role to maintain and develop skills.
- Ability to tackle complex archaeological problems, design and execute archaeological and ethnographic field investigations including the development and application of innovative, terrain- and context- appropriate techniques.
- Can anticipate, recognise, and resolve potential conflicts of interest.

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## Perception of professional context

- Leads and cares for teams in challenging conditions.
- Advises others and takes into account advice from local colleagues, as appropriate.
- Can identify political, economic and security contexts, ensuring staff are briefed and updated as appropriate.
- Appreciates the importance of communication and the use of professional, indemnified interpreters and translators.
- Prepares, implements and updates health and safety risk assessments.
- Applies intercultural competence, demonstrates adaptability in interacting and working effectively with individuals, groups, and organisations, competent in adjusting to culturally-appropriate styles of communication and negotiation.
- Anticipates potential conflicts, identify interest groups and, where possible, work out constructive approaches.
- Delivers cultural heritage training and advise on outreach activities for a wide range of audiences.
- Assesses local cultural heritage capacity and, if appropriate, explore needs and engage in support and capacity-building.
- Undertakes technical reporting, e.g. fieldwork reporting and publication, synthetic analysis, EIA and ESIA, heritage management plans, independent technical review, gap analysis, sustainability reporting, lenders' technical review, drafting policy and consultation responses.
- Acknowledges boundaries of own expertise, to recommend experts where appropriate, and to work independently but within a team.
- Demonstrates professional judgement and ethical behaviour, using the Code of conduct, across a wide variety of complex situations, supporting and encouraging others to do the same.
- Promotes the values of the Institute to work in the public interest with colleagues, clients, and stakeholders.