Knowledge	• Good technical knowledge of archaeological good practice: consistently defines and excavates low-complexity archaeological features and deposits eg a posthole with one fill and no packing material. • Produces clear and concise primary paper and/or digital records (context sheets, plans, elevations and photographs). • Understands the requirements for and can take standard samples. • Differentiates between commonly encountered artefact types eg pottery, lithics or ceramics building material. • Good awareness of relevant professional standards, guidelines, ethics and health and safety eg CIfA, Historic England. • Understands the benefit of Continuing Professional Development (CPD) eg updating your CV, developing employability skills, background reading and discussion, including project designs, engaging with societies/groups/organisations or keeping up with sector news.
Autonomy	• Liaises with site supervisors or other senior staff as required, within their organisation. • Works under supervision, with frequent direction, as part of a team, has an awareness of deadlines for excavation and recording and can manage their own time. • Follows site methodology and appropriate professional guidance, including health and safety procedures. • Able to demonstrate principles of interpretation but may require instruction or mentoring from senior staff.
Coping with complexity	• Understands the principles of excavation and stratigraphic recording. • Ability to interpret low-complexity stratigraphic sequences under supervision. • Ability to cope with changes to the planned strategy due to external constraints eg weather, site logistics/management, size of team, natural or manmade obstacles such as walls, live services, badger setts or hedgerows. • Recognises professional limitations and can identify when it is necessary to ask for guidance.

Perception of professional context	• Understanding of individual role within team/site. • Understands the need for quality recording required during their part of the process, and the impact of that recording during the post-excavation or publication stage of the project. • Aware of the aims of the project and the rationale for specific methods and techniques. • Appreciates how each person within a project team has specific tasks that lead to a single outcome from fieldwork to archiving. • Demonstrates understanding of the ethical requirements of the Code of conduct and is able to apply to own work eg give examples of the professional codes and/or standards you work to and the stakeholders. • Upholds the values of the Institute to work in the public interest eg give examples of how you have shared your knowledge with others or spoken directly to the public.

Knowledge	• High level of technical knowledge of archaeological good practice; consistently defines, excavates and records a variety of archaeological features and deposits, and understands detailed site chronologies. • Understands a variety of environmental and dating sample strategies and able to judge when different methods should be applied. • Recognises numerous artefact types and understands where discussions about recovery methodologies, conservation and retention strategies could begin. • Able to link data with respect to identified project outcomes and add to project research aims. • Knowledge of relevant professional standards, guidelines, ethics and health and safety policy, including site variations of policy. • Demonstrates sustained commitment to the undertaking of relevant training and CPD eg surveying, illustration or planning etc.
Autonomy	• Able to undertake work independently. • Works on a variety of projects from small to medium scale, with occasional supervision of others, where relevant eg small-scale archaeological monitoring and recording (watching briefs), evaluation trenching of ten trenches or less, or excavations of small percentages of land. • Undertakes, where appropriate, supervision of small teams in an assistant role. • Ability to enforce safe systems of working, recognising potential hazards and taking appropriate action. • Ability to initiate tasks and implement new approaches. • Able to provide informal and formal mentoring and support to other members of staff.

Please go to the next page for Coping with complexity

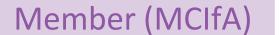|	
Coping with complexity	• Broad knowledge of excavation and post-excavation processes. • Consistently demonstrates the ability to interpret complex stratigraphic sequences and compile plan/stratigraphic matrices demonstrating this. • Understands stratigraphic grouping eg phases. • Able to review the primary records of archaeologists under their supervision. • Able to handle changing external factors requiring flexible strategy eg movement of trenches on an evaluation, ecology/services constraints, logistics of site personnel such as UXO technicians or ecologists. • Recognises professional limitations and can identify when it is necessary to ask for guidance. • Can recognise and resolve potential conflicts of interest such as with stakeholders and in project planning within an established framework and give examples.

Please go to the next page for Perception of professional context

Perception of professional context	• Understands how their work contributes to a project beyond a site, such as the wider development of a landscape, community or setting. • Interprets and assesses archaeological features within a wider site context, such as a landscape, time period, past culture or community/place. • Demonstrates a firm understanding of site formation processes. • Understands requirements for and use of other specialists eg finds specialists, geoarchaeologists, surveyors, or illustrators. • Able to identify own CPD requirements to better meet the wider goals of the organisation and, where appropriate, plan to meet those requirements. • Ability to use lessons learned from past projects to inform project decision making. • Understands the ethical requirements of the Code of conduct and uses them to guide and review own practice and, where applicable, that of others eg give examples of how you evaluate your work against the professional codes and/or standards you work to and understand the role of stakeholders. • Upholds and promotes the values of the Institute to work in the public interest eg give examples of how you have shared your knowledge with different types of audiences, engaged with communities or contributed to new knowledge.

Knowledge	• Substantial knowledge of archaeological practice and consistently demonstrates ability to understand and manage a variety of complex archaeological situations eg excavation conditions, archaeological features and site logistics. • Substantial knowledge, understanding and application of professional standards, guidelines, ethics and health and safety. • Knows when to use other specialists. • Thoroughly analyses primary and secondary data with respect to identified project outcomes and add to project research aims. • Recognises situations in which standard approaches may not be appropriate and ability to propose alternatives, which still fulfil professional standards. • Demonstrates sustained commitment to the undertaking of Continuing Professional Development (CPD) and where applicable that of others eg mentoring.
Autonomy	• Responsible for the safe running of the site and the safety and supervision of the site staff, where appropriate. • Works with full autonomy to deliver projects successfully. • Able to supervise site staff in excavation, recording and surveying procedures, where appropriate. • Contributes to project team discussions. • Liaises with specialists contributing at excavation, post-excavation and publication phases. • Able to contribute and work towards agreed schedules with project team within agreed budgets. • Provides encouragement and mentoring/training/support to other members of staff.

Please go to the next page for Coping with complexity and Perception of professional context

Coping with complexity	• Extensive knowledge of excavation, post-excavation and publication processes. • Confidence to recommend and justify alternative approaches that might best fulfil a project brief rather than the proposed methodology. • Appreciates strengths and limitations of techniques used, may adapt methodology to project. • Can anticipate, recognise, and resolve potential conflicts of interest.
Perception of professional context	• Undertakes supervision of a variety of archaeological sites, encouraging staff to work effectively towards agreed goals. • Thorough depth of knowledge, will contribute significantly to post-excavation and publication processes. • Where appropriate, will liaise with internal and external specialists to determine environmental, artefactual scientific dating and chronological strategies for site(s) in line with regional research agendas and national guidance on best practice. • Can identify when use of a specialist may be required. • Understands and considers features and sites within the wider landscape and to assess the significance of archaeological deposits. • Able to identify CPD requirements of a team to better meet the wider goals of the organisation and, where appropriate, plan to meet those requirements. • Recognise the importance to the industry of promoting and demonstrating good practice in every aspect of their work and instilling this amongst colleagues. • Demonstrates professional judgement and ethical behaviour across a wide variety of complex situations, supporting and encouraging others to do the same eg give examples of how you evaluate your decision-making against the CIfA Code of conduct and your understanding of the wider context and impact on stakeholders. • Promotes the values of the Institute to work in the public interest with colleagues, clients, and stakeholders eg give examples of how you have created new knowledge and the impact on a community/individual.