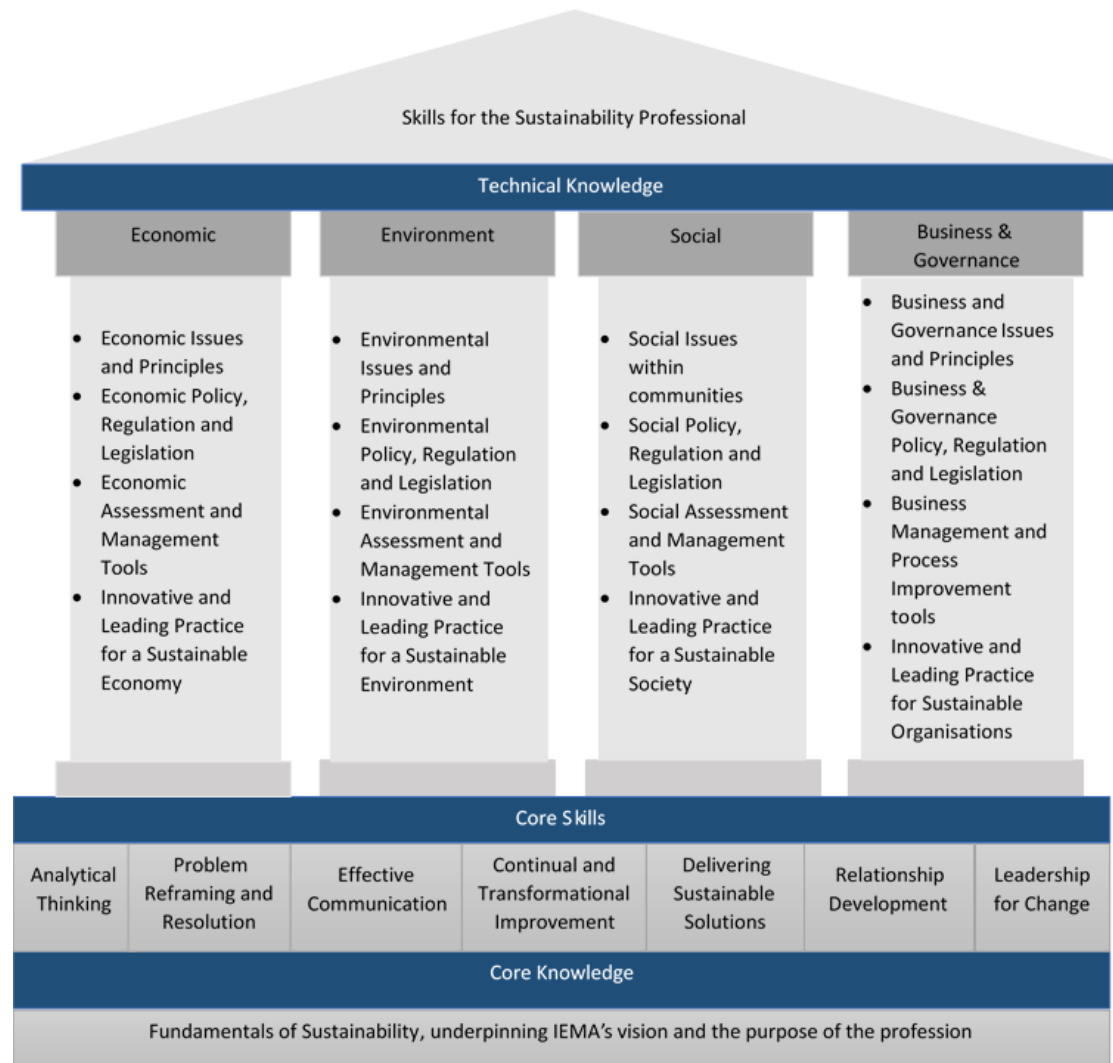


## IEMA - SKILLS FOR THE ENVIRONMENT AND SUSTAINABILITY PROFESSIONAL

The response of organisations to the challenge sustainability in a changing world presents, has progressed since IEMA's Environmental Skills Map was launched in 2011. Whilst compliance remains important more and more organisations are seeing the benefits of moving beyond compliance and working towards responsible and sustainable business ambitions. This requires not just continual improvement but transformational change as well, not least because new business and economic models need to be embraced. The skills map has been revised to ensure it continues to reflect the skills needed by environmental and sustainability professionals at all levels.

The framework comprises three components:

- Core Knowledge – understanding the fundamentals of sustainability, helping to frame IEMA's vision and gain buy in to the overarching purpose of the sustainability profession.
- Core Skills – These are the skills and behaviours that are key to success as a sustainability professional.
- Technical Knowledge – split into four key areas covering the sustainability landscape; environment, social, economic and business & governance, enabling IEMA members, whether specialist or generalist, to relate to the content. Technical knowledge underpins the practical application of core skills and behaviours in the workplace.



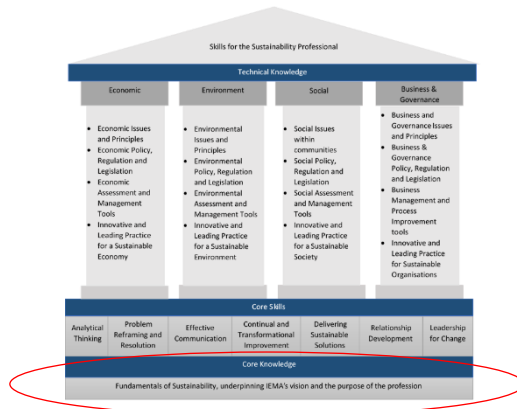


Table 1.

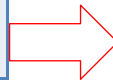


## SO WHAT DO I NEED TO KNOW AND BE ABLE TO DO?

Environment and Sustainability professionals operate at different levels within organisations. To help individuals and employers understand what knowledge, skills and behaviours are important at these different levels, each skill or knowledge area identified in the Skills Map is described in relation to those in operational, managerial and leadership roles as well as someone entering the profession. The table below illustrates this for the core knowledge - Fundamentals of Sustainability.

In addition to this general description of competence, additional detail is being developed that will aid understanding of what individuals with each competence will know or be able to do. Table 2 below illustrates these detailed descriptors for Fundamentals of Sustainability in an operational role.

Table 2.



Nature of Role	Fundamentals of Sustainability
Leadership	Evaluate the implications of macro trends on environment, society, economy and organisations
Managerial	Explain the implications of macro trends on environment, society, economy and organisations
Operational	Understand the implications of macro trends on environment, society, economy and organisations
Entry level	Aware of the implications of macro trends on environment, society, economy and organisations

What does this mean for someone in an operational role?
Identify the global mega-trends driving the urgent need to transition the world to sustainability
Explain the concept of environmental limits in relation to key natural cycles and systems: (inc: carbon, resources, ecosystems, energy and biodiversity)
Explain the concept and purpose of human rights and a social protection floor
Describe how current economic activity regularly drives environmental and social externalities, both locally and globally
Identify the principles of sustainability in corporate practice (Accountability, Ethical Behaviour, Inclusivity, Integrity, Stewardship and Transparency)
Explain the benefits and opportunities organisations can achieve in moving, beyond compliance, towards sustainability