

## Health & Safety Profile

Subcategory	Comp. ID	Competency Statement	Importance Type
<b>TECHNICAL COMPETENCIES</b>			
<b>Conducting environmental impact assessments</b>			
	2	Develops a project management plan for the impact assessment study for proposed developments, change in facility operations, change in land use, amended or proposed new policies, etc.	2
	7	Assesses qualitative and quantitative environmental issues, risks or problems, including their cumulative effect and corresponding economic, social and cultural impacts.	2
<b>Conducting environmental site assessments (ESA - Phase 1 and Phase 2)</b>			
	16	Prepares site assessment report(s) to meet regulatory and other requirements, identifying potential risk and scope of further action by appropriate stakeholders, if necessary.	3
	18	Communicates results of site assessment to stakeholders such as property owners, responsible party, regulators, the public, etc. via a public consultation or other appropriate communication process.	2
<b>Developing/ Implementing site restoration/reclamation (Phase 3) plans</b>			
	31	Ensures that best practices are followed in the restoration/reclamation process to minimize the impact on the environment.	3
<b>Interpreting/ enforcing/ complying with environmental regulations and standards</b>			
	34	Provides expert advice and/or testimony to senior management, internal staff, regulatory bodies, interest groups and the public on matters related to disputes, compliance and other environmental issues, including processes for acquiring regulatory approval.	1
	35	Applies environmental legislation regarding issues such as contaminated sites, hazardous materials and waste, pesticide use, storage tanks, etc. to specific applications as appropriate.	1
	36	Defines environmental performance requirements for specific jurisdictions.	1
	40	Develops plans and programs to meet regulatory requirements, including monitoring programs and employee information and communication plans.	1
	41	Implements programs, including monitoring activities, to ensure regulatory compliance.	1
	42	Evaluates compliance with environmental regulations, including the documentation of violations and non-compliance episodes.	1
	43	Prepares compliance and regulatory reports for internal use and for filing with regulatory agencies.	3
<b>Implementing pollution prevention, abatement &amp; control (PAC) methods</b>			
	46	Assesses operations and processes for potential pollution problems (involves identifying contaminant sources, determining their characteristics and the magnitude of the potential risks).	2
	47	Characterizes the attributes of processes and products generated (for example, chemical/biological composition, toxicity, physical properties and degradability).	2
	50	Implements pollution prevention, abatement, and control methods/solutions to prevent, abate, control and reduce pollution, contamination or emissions (e.g. devises ways to prevent contamination of water by agri-chemicals and petroleum products).	2
	51	Monitors the effectiveness of Pollution Prevention, Abatement, and Control (PAC) solutions, and the performance of installed PAC equipment, systems and technologies.	2
<b>Developing/ Implementing waste management plans and programs</b>			
	66	Implements programs for the management of hazardous and non-hazardous wastes, including: handling, storage, collection, transportation, treatment, disposal (regarding all types of residential, municipal, commercial, and industrial wastes, including agricultural waste, forest harvesting debris, etc.).	2

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	67	Ensures regulatory requirements are met in the collection, transport, storage and disposal of hazardous wastes.	1
<b>Monitoring waste application/ disposal/ reduction programs and activities</b>			
	72	Monitors (potential) emissions and discharges of waste disposal sites for their effects on surrounding air, water and soils (including for example sanitary landfills, hazardous waste disposal sites, etc.).	2
<b>Developing environmental sampling, testing and monitoring programs</b>			
	86	Determines the need and scope for sampling program, including environmental indicators, chemicals of concern, and sampling constraints (such as access to sites, fiscal or other limitations).	1
<b>Collecting samples and data for environmental purposes</b>			
	94	Collects samples and specimens as per established protocol, using more routine sampling procedures and apparatus.	2
	96	Uses appropriate techniques to prepare (code, preserve, pretreat and transport) samples for analysis while maintaining chain of custody requirements and sample integrity.	2
<b>Developing corporate environmental plans, policies, and procedures</b>			
	138	Advocates with senior management and other key stakeholders to ensure due consideration of and commitment to environmental management and sustainable development principles and strategies.	2
	140	Advises senior management (and other stakeholders) on corporate environmental matters related to leadership responsibilities, regulatory and reporting requirements, and corporate liability.	2
	141	Provides advice to senior decision makers on the extent to which environmental liabilities and risk are being managed appropriately.	2
<b>Conducting environmental risk assessments</b>			
	150	Identifies hazards, opportunities or potential risks to human health, the environment, facility operation/financial loss, legal liability, social impact, public perception through such activities as collecting source data, reviewing literature, investigating illness/injuries, and obtaining feedback from workers or the public.	2
	153	Conducts qualitative assessment of risk by identifying the likelihood of events and the likelihood and severity of individual consequences.	2
	156	Develops site specific standards/criteria to identify and manage risk with help from toxicologists and medical staff.	2
<b>Implementing environmental management systems</b>			
	165	Advises on human resource issues pertaining to the responsibilities and selection of external environmental contractors and consultants and the internal environmental team in accordance with the organization's policies and regulatory standards.	2
<b>Monitoring/ addressing occupational and public health and safety</b>			
	178	Evaluates the significance of environmental occupational/public hazards and safety issues as a basis for the development of policies, programs and procedures.	1
	179	Develops and implement programs to manage risk to the public.	2
	180	Develops preventative programs that help protect workers' (or the public's) health and safety in response to environmental concerns.	1

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	181	Develops organizational procedures concerning environmental and occupational/public health and safety matters.	1
	182	Implements measures to mitigate the health & safety hazards associated with environmental issues created by operations or construction activities and their by-products such as hazardous leachates, effluents and dusts.	1
	183	Develops emergency response plans and procedures to address environmental crises (such as accidental emissions, discharges, releases, explosions, leaks or spills that could cause a threat to humans and the environment), in consultation with stakeholders and emergency response experts.	1
	184	Plans responses to mitigate human health risks/dangers of catastrophic events and insidious damage, such as the release of toxic gases.	1
	185	Monitors existing or potential environmental health hazards and stressors such as noise, energy (UV, IR, radiation), chemical/biological pollutants in the air, water, and/or soil.	1
	186	Monitors HVAC systems relative to health and safety standards for indoor air quality .	2
	187	Assesses the effectiveness of health and safety programs for continuous improvement of programs and results.	1

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Subcategory	Comp. ID	Competency Statement	Proficiency Level
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### TRANSFERABLE COMPETENCIES

#### Professional Ethics and Work Style

1	Maintains good standing in professional associations, practicing professional ethics and remaining current in practice requirements.	Exceptional
2	Demonstrates professional, ethical conduct, such as trust, integrity, confidentiality and discretion during the conduct of all work activities.	Exceptional
3	Demonstrates self reliance, motivation and commitment in the conduct of day to day activities.	Exceptional
4	Demonstrates flexibility and creativity in the face of unusual or unexpected circumstances.	Exceptional
5	Cooperates willingly with others in dealing with changing situations, conditions, and expectations.	Exceptional
6	Demonstrates attention to detail to ensure the thoroughness and accuracy of work results.	Exceptional
7	Balances the need for 'attention to detail' with a focus on goals and objectives to achieve the desired outcomes.	Exceptional
8	Applies principles of quality assurance and scientific rigour in all work activities.	Exceptional

#### Learning and Creativity

9	Stays current on the theory and practice pertinent to one's roles and responsibilities.	Exceptional
10	Integrates relevant data and information from a variety of disciplines/sources.	Exceptional
11	Continuously pursues personal learning and development opportunities to promote professional growth and development.	Exceptional
12	Uses creative approaches to develop innovative ways of working, new designs and technologies, and cost-effective solutions to technical and business challenges.	Exceptional

#### Communicating Effectively

13	Prepares clear, well-formatted reports and other written communications that meet established protocols and are appropriate to the target audience.	Exceptional
14	Communicates clearly and respectfully using verbal and nonverbal language appropriate to the cultural and social context.	Exceptional
15	Uses effective interviewing techniques, including appropriate and respectful questioning, clarifying and listening skills, to elicit accurate and complete information.	Exceptional
16	Conveys technical information accurately, clearly and concisely, interpreting it appropriately and effectively for the target audience.	Exceptional
17	Uses appropriate content, graphics and format in oral presentations to address the specific needs of target audiences.	Exceptional

#### Collaboration

18	Builds constructive networks inside and outside the organization to facilitate the accomplishment of results.	Exceptional
19	Builds strong relationships and trust with team members that make it possible to receive everyone's input and ideas, and maximize individual and team output and potential.	Exceptional
20	Works cooperatively with multiple stakeholders, demonstrating willingness to consider alternative approaches or ideas.	Exceptional
21	Deals effectively with confrontational situations, demonstrating diplomacy, tact, empathy and consideration for differing points of view.	Exceptional

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<b>TRANSFERABLE COMPETENCIES</b>			
<b>Critical Thinking/ Judgement</b>			
	22	Carries out independent primary, secondary and tertiary research to collect sufficient data and information pertinent to the area of inquiry.	High
	23	Performs an objective and thorough analysis of information and data from multiple sources.	Exceptional
	24	Distinguishes between facts, inferences and assumptions to establish the quality of the information collected and the reliability of its source.	Exceptional
	25	Employs professional scepticism to assess the objectivity and reliability of assumptions and evidence asserted by a responsible party or client.	Exceptional
	26	Makes decisions in a timely manner, committing to a course of action that considers pertinent data, information, options and implications.	Exceptional
<b>Planning and Organizing Work and Projects</b>			
	27	Uses ICT (information communication technologies) as appropriate to manage work effectively and increase efficiency.	High
	28	Manages multiple priorities through the selection and application of time and project management tools and approaches.	Exceptional
	29	Develops work/project plans, identifying the work to be accomplished, the risk/contingencies that may arise, and how they will be addressed.	Exceptional
	30	Coordinates resources (including financial, logistical, supplies, etc.) needed to implement work/project plans and achieve desired results.	High
<b>Leading/ Influencing Others</b>			
	31	Manages the work of others, including project teams, working groups and contractors.	High
	32	Builds consensus and commitment to the team mandate, vision, goals, roles, responsibilities, and processes.	Exceptional
	33	Facilitates solutions to barriers that affect individual, team and project performance.	Exceptional
	34	Identifies the individual/and or team competencies that are required to accomplish work/project objectives and deliverables.	High
	35	Mentors peers and team members to facilitate their technical competence and on-going professional development.	High
	36	Creates an environment that promotes innovation, creativity and entrepreneurial thinking within the organization.	High
	37	Navigates effectively through political and organizational complexities to avoid or overcome potential barriers to successful completion.	High
<b>Business Acumen</b>			
	38	Analyzes relevant business trends, financial measures, economic factors and new regulations, assessing and articulating their impact on the organization.	High
	39	Recognizes business threats and/or opportunities affecting their area of the business, recommending actions to address them.	High
	40	Identifies clients' stated and underlying needs, and the work activities and methodologies that will best address these needs.	High
	41	Translates the organization's vision and goals into relevant plans and actions, realigning work efforts with changes in organizational direction.	High
	42	Drives the implementation of changes, tracking their impact to ensure organizational performance is improved or sustained.	High