

## Waste Management Profile

Subcategory	Comp. ID	Competency Statement	Importance Type
<b>TECHNICAL COMPETENCIES</b>			
<b>Conducting environmental impact assessments</b>			
	1	Ensures the identification of the geographic, environmental, economic, social, and cultural scope and parameters to be used for the impact assessment study.	3
	5	Consults with stakeholders (including regulators, municipalities, public, interest groups, indigenous peoples, NGOs, etc.) to gather information regarding the perceived impacts of development activities on communities, the environment and natural resources.	2
<b>Conducting environmental site assessments (ESA - Phase 1 and Phase 2)</b>			
	10	Identifies the scope of the site assessment (phase 1 and 2) project, including identification of the standards to be followed.	3
	11	Reviews historical records for the site (e.g. site plans, fire insurance maps, legal title searches, business directories, air photos, satellite images, etc.) to determine previous land use.	3
	14	Conducts investigation, sampling, screening, and analysis (including geophysical mapping) activities of landforms, soil, ground water, sediments, airborne contaminants, etc., as required.	3
<b>Developing/ Implementing site remediation (Phase 3) plans</b>			
	19	Evaluates possible remediation/restoration/reclamation alternatives, taking into account costs, technological constraints, characteristics of the contaminant, characteristics of the affected land, and stakeholders' concerns.	3
	21	Develops site remediation/restoration/reclamation plans and programs, including objectives, targets, contamination description, issue resolution process, pilot requirements, time schedule, and cost estimate.	3
	22	Conducts pilot tests, including treatability studies, to assess the effectiveness of the intended remediation method and/or to advance science and technology.	3
	23	Conducts full-scale remediation activities (e.g. thermal, biological, chemical or physical treatment, containment, vapour extraction, excavation, removal of heritage objects, etc.).	3
	24	Monitors post-remediation conditions and results to assess if targets and regulatory requirements have been met.	3
	25	Prepares remediation completion report, including documentation of remediation and post-remediation monitoring data, and review of environmental outcomes relative to standards, for submission to regulators and stakeholders.	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.	2
	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.	2
	37	Prepares regulatory applications.	3
	38	Prepares permits and operational permit reports (including air permits, waste disposal permits, resource harvesting permits, etc.)	3
	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

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	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.	1
	44	Enforces regulations pertaining to the environment and natural resources, including inspecting sites, patrolling, and issuing warnings.	3
	45	Oversees or participates in audits of the environmental performance of organizations and jurisdictions to determine the adequacy of their policies and procedures, and non-compliance issues.	2
<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).	3
<b>Developing/ Implementing waste management plans and programs</b>			
	59	Assesses the effectiveness and applicability of waste management programs and technologies to identify, for example, appropriate waste management solutions.	1
	60	Identifies optimum methods for the segregation and physical handling of materials at waste management facilities and/or in landfills.	1
	62	Develops waste management plans, including waste reduction programs, that address the needs of specific industries, organizations, departments, institutions, etc. and incorporate applicable regulations, such as Workplace Hazardous Materials Information System (WHMIS), Transportation of Dangerous Goods (TDG), Workplace Health and Public Safety Programme (WHPS), and Atmospheric Environment Program (AEP).	2
	63	Develops waste management strategies, taking economics and the life cycle of the product or service into consideration.	2
	64	Assesses the cumulative effects and performance of waste management strategies.	1
	65	Conducts audits of waste management facilities to assess their adequacy to process waste and meet corporate and regulatory standards.	1
	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.).	1
	67	Ensures regulatory requirements are met in the collection, transport, storage and disposal of hazardous wastes.	1
	68	Implements reduce, reuse, recycle programs (e.g. using alternative processes, composting, waste-to energy programs, re-using harvesting debris, spreading manure, etc.).	1
	69	Analyzes waste streams and volumes to determine the best technology for operations, commercial waste opportunities, and/or waste reduction strategies.	1
<b>Monitoring waste application/ disposal/ reduction programs and activities</b>			
	70	Determines requirements of new/improved waste disposal, treatment and recycling systems (e.g. waste volumes, types and methods of treatment).	1
	71	Characterizes waste and waste streams.	1
	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.).	1
	74	Tracks waste generation: source, volume, type, location, storage, transportation and disposal.	1
	75	Conducts waste audits to determine, for example, if waste is properly identified and managed, and if material being disposed conforms with permitted use of the disposal facility/site.	1

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<b>TECHNICAL COMPETENCIES</b>			
<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).	3
	87	Develops environmental sampling protocols, including data quality objectives, the frequency and timing of sampling, optimum locations for continuous or discrete sampling, data capture systems, sampling procedures, sampling methodology, personnel, and parameter list for analysis.	3
	88	Develops site-specific work plans, including Quality Assurance/Quality Control (QA/QC) methods, measuring/monitoring procedures and analytical equipment (both field and lab equipment) to be used for the specific application (e.g. air, water, soil, sediments, rock, fauna, flora, human, workplace, etc.).	3
	89	Develops methodologies and protocols for the collection and analysis of qualitative data to complement any quantitative data collected.	3
	90	Modifies existing sampling programs to reflect changing research priorities and/or environmental circumstances.	3
<b>Collecting samples and data for environmental purposes</b>			
	96	Uses appropriate techniques to prepare (code, preserve, pretreat and transport) samples for analysis while maintaining chain of custody requirements and sample integrity.	3
	102	Maintains appropriate records and ongoing documentation pertaining to field and laboratory analytical work, including regulatory documentation.	3
<b>Analyzing and interpreting environmental samples and data</b>			
	113	Conducts quality control reviews of data collection, processing, and analysis to ensure data is 'fit for purpose' using accepted scientific practices and proper Quality Assurance/Quality Control (QA/QC) protocols.	3

## Waste Management Profile

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.	High
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.	High
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.	High
11	Continuously pursues personal learning and development opportunities to promote professional growth and development.	High
12	Uses creative approaches to develop innovative ways of working, new designs and technologies, and cost-effective solutions to technical and business challenges.	High

#### 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.	High
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.	High

#### Collaboration

18	Builds constructive networks inside and outside the organization to facilitate the accomplishment of results.	High
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.	High
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.	High
	24	Distinguishes between facts, inferences and assumptions to establish the quality of the information collected and the reliability of its source.	High
	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.	High
<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.	High
	29	Develops work/project plans, identifying the work to be accomplished, the risk/contingencies that may arise, and how they will be addressed.	High
	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.	High
	33	Facilitates solutions to barriers that affect individual, team and project performance.	High
	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.	Moderate
	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.	Moderate
	39	Recognizes business threats and/or opportunities affecting their area of the business, recommending actions to address them.	Moderate
	40	Identifies clients' stated and underlying needs, and the work activities and methodologies that will best address these needs.	Moderate
	41	Translates the organization's vision and goals into relevant plans and actions, realigning work efforts with changes in organizational direction.	Moderate
	42	Drives the implementation of changes, tracking their impact to ensure organizational performance is improved or sustained.	High