



Supporting e-learning
and open education
for Natura 2000 Managers

Competent Natura 2000 Managers

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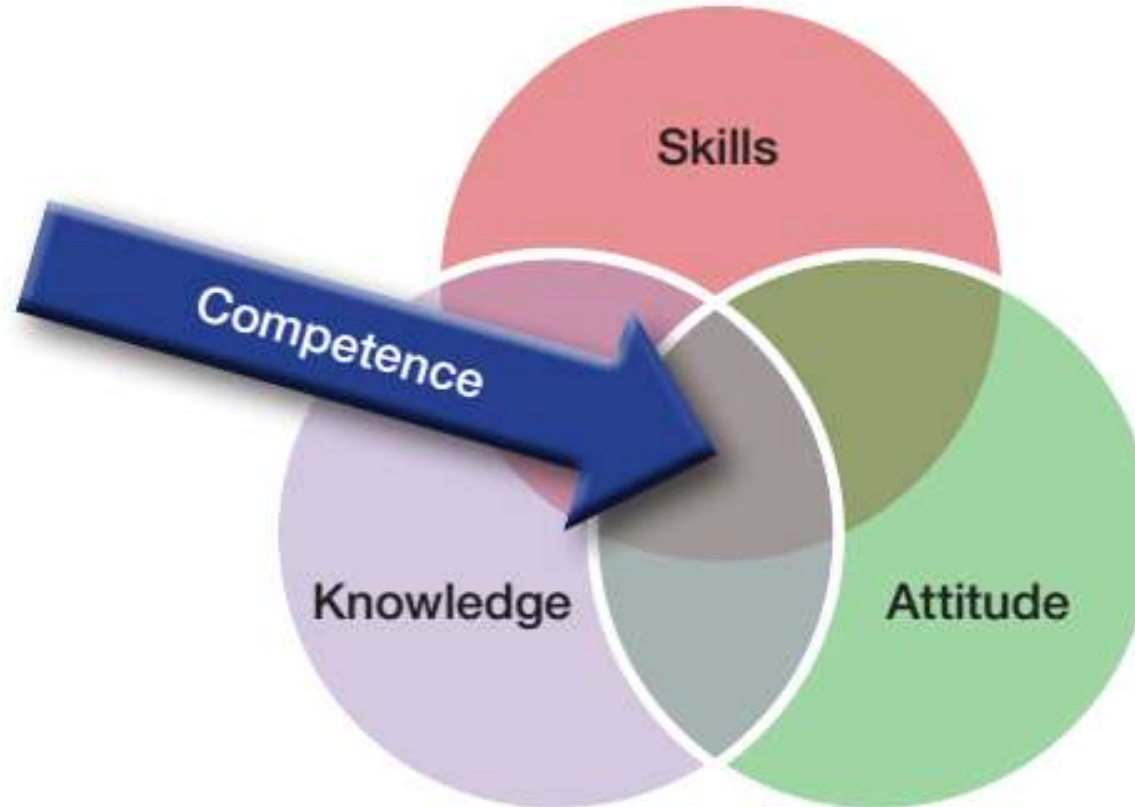




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Competences



Global Register of Competences for Protected Area Practitioners (Appleton M.R., 2016) – The PA Competence Register

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Competence Categories

| Category Code | Category Title | Category Description |
|---------------|---|---|
| PPP | Protected area policy, planning and projects | Providing a strategic and rationally planned framework for PA governance and management. |
| ORG | Organisational leadership and development | Establishing and sustaining well governed, managed and led organizations for PA management. |
| HRM | Human resource management | Establishing an adequate, competent, well managed and supported work force for PAs. |
| FRM | Financial and operational resource management | Ensuring that the PAs are adequately financed and resourced and that resources are effectively and efficiently deployed and used. |
| ADR | Administrative documentation and reporting | Establishing and implementing procedures for information management, documentation and reporting |
| CAC | Communication and collaboration | Building and using the skills required to communicate and collaborate effectively |
| BIO | Biodiversity conservation | Ensuring the maintenance of the ecological values of the PA through management and monitoring of species, their habitats, ecosystems and natural resource use. |
| LAR | Upholding laws and regulations | Ensuring that laws, regulations, and rights affecting the PA are upheld. |
| COM | Local communities and cultures | Establishing systems of PA governance and management that address the needs and rights of local communities. |
| TRP | Tourism, recreation and public use | Providing environmentally and economically sustainable tourism and recreation in and around PAs. |
| AWA | Awareness and education | Ensuring that local stakeholders, visitors, decision makers and the wider public are aware of protected areas their purpose and values and how they are governed and managed. |
| FLD | Field/water craft and site Maintenance | Conducting field work and site maintenance tasks correctly, safely and securely. |
| TEC | Technology | Using of technology to support protected area management |
| FPC | Foundation personal competences | Demonstrate fundamental personal skills and behaviours required for day-to-day PA work. |
| APC | Advanced Personal Competences | Demonstrate personal skills and behaviours required for effective performance and leadership. |

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Staff levels

| Level | Typical title | Scope of work and responsibility |
|-----------------------|---|--|
| LEVEL 4 | EXECUTIVE | <p>Central direction and management of large organizations.</p> <p>National and regional policy development, spatial and strategic planning.</p> <p>Cross sectoral coordination.</p> <p>Direction of complex programmes and plans.</p> |
| LEVEL 3 | SENIOR MANAGER | <p>Direction and management of medium-sized organizations.</p> <p>Planning and management of projects and programmes within strategic frameworks.</p> <p>Conducting and leading complex and technical programmes (according to speciality)</p> |
| LEVEL 2 | MIDDLE MANAGER, TECHNICAL SPECIALIST | <p>Management, organization and leadership of technical sections and teams implementing plans and projects.</p> <p>Completing specific and complex technical assignments (according to technical specialty)</p> |
| LEVEL 1 | SKILLED WORKER | <p>Completing specific and sometimes complex tasks and assignments under regular supervision (this can include field and administrative staff).</p> |
| (LEVEL 0) Not used | UNSKILLED LABOURER | <p>Completing practical tasks under continuous supervision (this often refers to also support staff).</p> |

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Tasks / requirements from the Nature Directives

| | | | | | |
|---------------------------------------|---------------------------|--|--|--|---|
| Biodiversity assessments | Practical conservation | Developing management/conservation measures | Management planning | Consider the socio-economic context | Enable participation |
| Understand the FCS | Non compliance procedures | Integrate conservation measures into other plans | Official reporting | Monitoring species & habitats | Monitoring, preventing & mitigating threats |
| Fundraising, mobilising resources | Organisational management | Building community support | Working with site owners / resource managers | Communication | Education |
| Understanding legal / policy contexts | Understanding and ... PAF | Connectivity Landscape scale conservation | Sustainable use of natural resources | Visitor management – if it is identified as a threat | |

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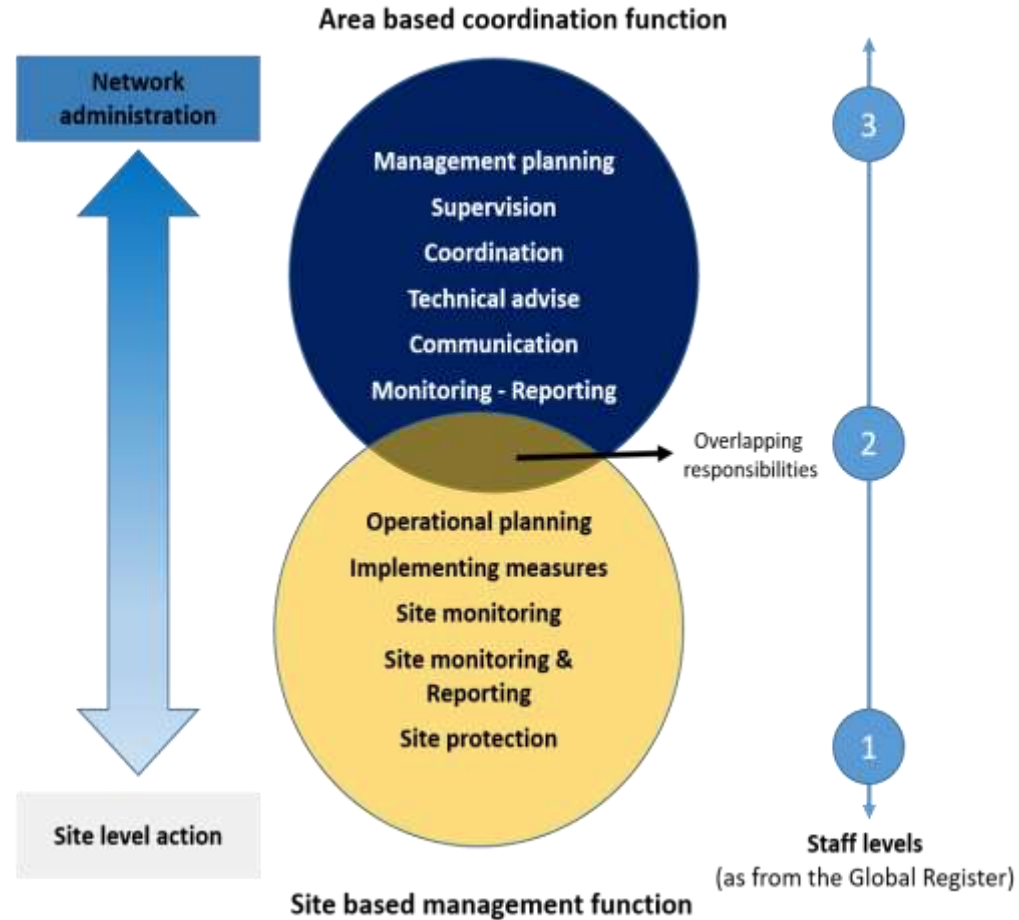




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N2k Functional Areas



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List of competences for N2k managers

| Competence Statement. The individual should be able to: | Area based coordination function (FA1) | Site based management function (FA@) | Details, scope and variations. A brief explanation of the competence. | Competence Category (:Code) | Notes |
|---|--|---|--|-----------------------------------|-------|
| 1 | 2 | 3 | 4 | 5 | 6 |
| Coordinate N2000 site management with activities of neighbouring land and resource owners and users. | | | <ul style="list-style-type: none"> Identifying owners, rights holders and resource users that neighbour a protected area or operate inside it. Ensuring their compliance with laws, regulations and agreements. Working with neighbours to secure and protect the integrity of a protected area and its resources. Developing collaborative plans and projects to further the objectives of a protected area. | PPP 3.9 | |
| Contribute to Environmental Impact Assessments (EIAs) of projects and proposals affecting a N2000 site. | | | <ul style="list-style-type: none"> Providing factual information to EIA processes and proposing measures for impact avoidance and mitigation. Representing the interests of a protected area at hearings. Coordinating responses to draft EIAs. | PPP 3.10 | |
| Direct preparation and implementation of security assessments and strategies. | TBD | Not relevant | <ul style="list-style-type: none"> Identifying the main security threats to PA personnel, stakeholders and visitors (e.g. violence, intimidation, coercion, unexploded ordnance, presence of violent groups and individuals). Developing responses to the threats and plans and procedures for dealing with major security emergencies. Allocating adequate resources for law enforcement and providing comprehensive support | LAR 3.2 | |



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Use of the draft N2k Competence list

- First step for a future Natura 2000 Competence Register
- Online TNA (Training/Competence Needs Assessment) tool for N2k managers / staff
- Testing blended learning tools for some priority competences

Group exercise

- PPP and BIO - Protected area policy, planning and projects and Biodiversity conservation - **ProPark**
- CAC and COM - Communication and collaboration and Local communities and cultures - module on communication and communities: **FUNGOBE**
- CAC - Communication and collaboration: a module on communication and partnerships: **Europarc** Federation.
- ADR (Administrative documentation and reporting) and personal competences - including learning tools in each of the other modules.

