

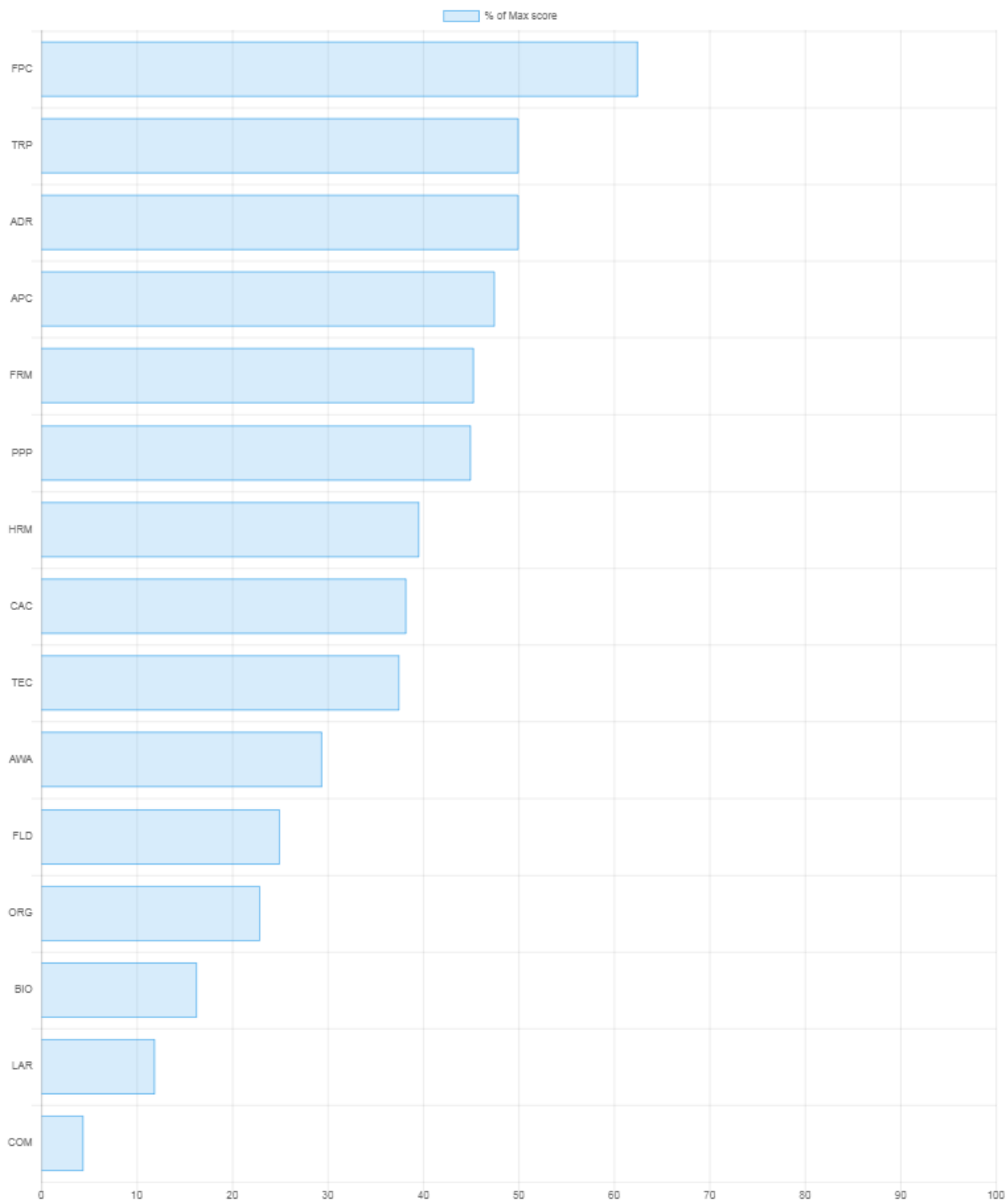
I. Your overall score by competence categories:

The table below shows your overall scores by [competence categories](#). The important score to consider is the percentage for each competence category. It gives you an indication of your 'average competence level' compared to the entire competence category. Competencies you have identified as 'not relevant' are excluded from this percentage. For example, if your percentage maximum score is 25% for competence category PPP and 50% for competence category BIO, you are definitely doing better on the competencies needed for the BIO category!

Therefore, if you need to prioritize your capacity building areas, go for the ones that have the lowest percentage in this table.

Category Code	Category Title	Category Description	Overall score	% of Max score
FPC	Foundation personal competences	Demonstrate fundamental personal skills and behaviours required for day-to-day PA work.	30	62.5 %
TRP	Tourism, recreation and public use	Providing environmentally and economically sustainable tourism and recreation in and around PAs.	28	50 %
ADR	Administrative documentation and reporting	Establishing and implementing procedures for information management, documentation and reporting	20	50 %
APC	Advanced Personal Competences	Demonstrate personal skills and behaviours required for effective performance and leadership.	19	47.5 %
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.	29	45.31 %
PPP	Protected area policy, planning and projects	Providing a strategic and rationally planned framework for PA governance and management.	18	45 %
HRM	Human resource management	Establishing an adequate, competent, well managed and supported work force for PAs.	19	39.58 %
CAC	Communication and collaboration	Building and using the skills required to communicate and collaborate effectively	26	38.24 %

TEC	Technology	Using of technology to support protected area management	12	37.5 %
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.	20	29.41 %
FLD	Field/water craft and site Maintenance	Conducting field work and site maintenance tasks correctly, safely and securely.	21	25 %
ORG	Organisational leadership and development	Establishing and sustaining well governed, managed and led organizations for PA management.	11	22.92 %
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.	15	16.3 %
LAR	Upholding laws and regulations	Ensuring that laws, regulations, and rights affecting the PA are upheld.	10	11.9 %
COM	Local communities and cultures	Establishing systems of PA governance and management that address the needs and rights of local communities.	3	4.41 %



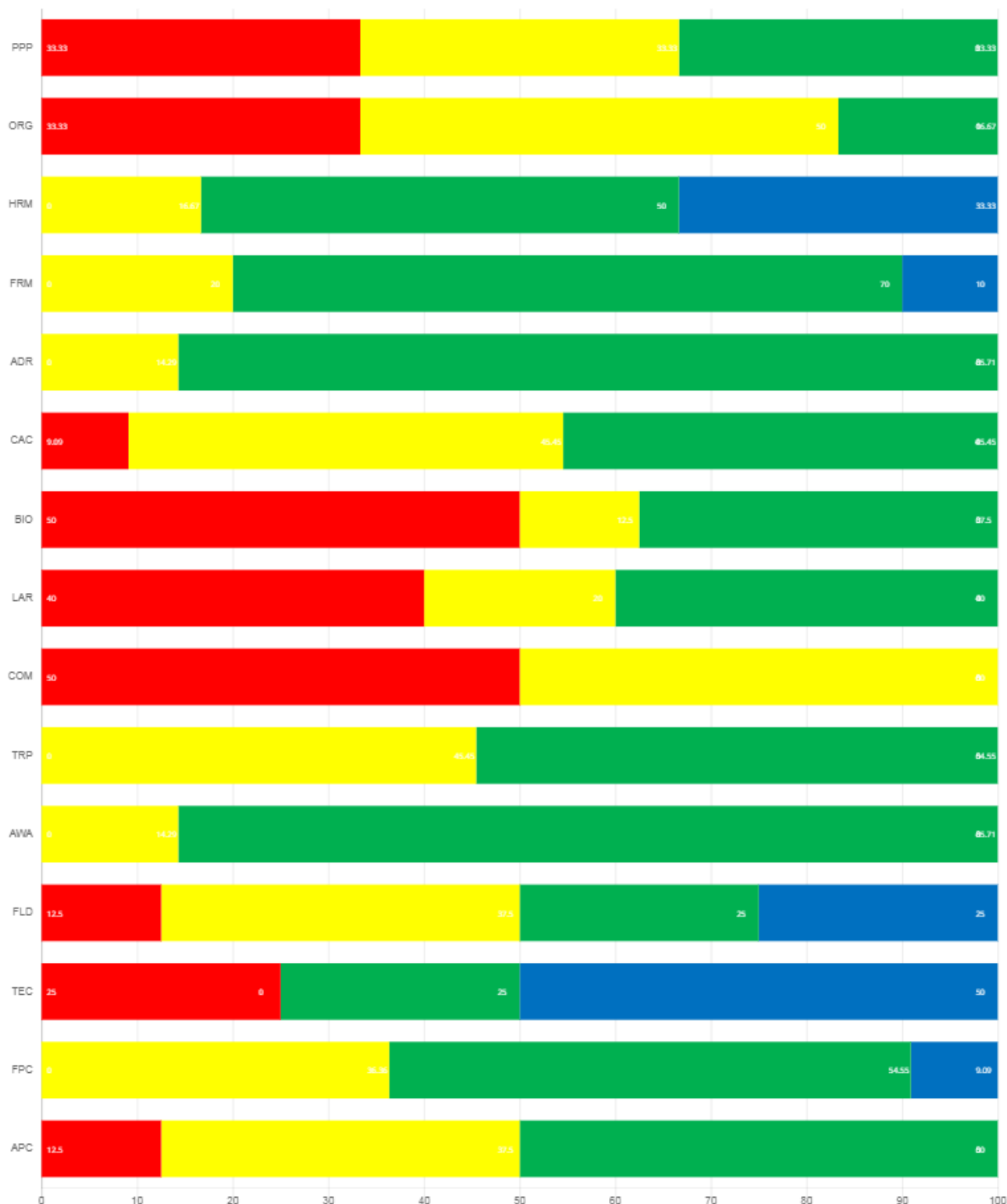
II. Your self-assessment results per competence category - the percentages for each competence level within the category

This graphic should help you further interpret the table and the graphic presented above (in Result I). Here, you can see how you are doing per competence category in color: red shows the percentage of competencies you evaluated as 1 (i.e. little or no experience or competence); yellow, the percentage of competencies you evaluated as

2 (i.e. limited experience or competence), 3 is green (i.e. good experience and competence), and 4 is blue (i.e. great experience and competence). Of course, the competencies you scored as 0 (i.e. not relevant) are not considered in this "overall picture".

The graphic should give you an overall picture by competence categories and help you prioritize your personal capacity building plans.

Score	Definition
1	I have LITTLE OR NO EXPERIENCE OR COMPETENCE in this skill: I require extensive training and development
2	I have LIMITED EXPERIENCE OR COMPETENCE in this skill: I require further training and development
3	I have GOOD EXPERIENCE AND COMPETENCE in this skill: I only require occasional updates
4	I have GREAT EXPERIENCE AND COMPETENCE in this skill. I am an expert who could train and instruct others in this task/skill



Although considered NOT RELEVANT for your current job, you indicated a few competences as being:

Important to have:

Code	Competence Statement
PPP 3.8	Direct the planning, implementation and monitoring of major construction projects.
ORG 3.1	Build the organisational capacity of a Natura 2000 site administration.

ORG 3.2	Establish procedures for strategic, planned and adaptive management of a Natura 2000 site.
ORG 3.9	Ensure effective management of information and knowledge.
ORG 4.6	Promote the adoption of new technologies managing Natura 2000 site across the system.
FRM 3.1	Ensure compliance with legislation and required procedures for financial management and use and allocation of resources.
BIO 3.4	Direct measures for addressing threats from alien invasive species.
BIO 3.10	Direct animal reintroduction projects.
LAR 1.2	Provide information to protected area users about laws, rights and regulations affecting a Natura 2000 site.
AWA 2.8	Work with the media to communicate information and stories about a Natura 2000 site.
FLD 2.5	Plan, lead and report on waste management and pollution control.
APC 09	Enable and encourage team work.

Might be needed:

Code	Competence Statement
ORG 3.7	Establish systems and procedures for ensuring health, safety and security in a Natura 2000 site.
COM 1.1	Communicate and interact appropriately with local community members.
COM 2.1	Maintain productive and equitable working relationships with local communities and indigenous peoples.
COM 3.2	Direct development of a strategy and plan for engagement by a Natura 2000 site with local communities.
FPC 09	Maintain good practice for security, safety and environmental protection in the work place and in the field.
APC 10	Support and encourage individuals.

III. Priority capacity building and development for specific competencies:

III.a. Areas to consider for further capacity building and development

These results are the specific competencies that you identify as being limited or have less experience with. Depending on how important these are for your job, you may want to consider ways to further develop these. You may not need to develop each of these competencies individually: however, taking your results in to account, it would probably be useful if you could find capacity building events / methods / tools that will help you to develop several related competencies in "one go".

Code	Competence Statement
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PPP 3.6	Direct the development of risk/disaster assessments and contingency plans.
PPP 3.7	Direct identification and implementation of measures to address the impacts of climate change.
PPP 3.10	Contribute to Environmental Impact Assessments (EIAs) and Appropriate Assessment (AA) of projects and interventions affecting a N2000 site
ORG 3.10	Secure certified recognition of the quality of management of Natura 2000 sites.
ORG 4.1	Establish system-wide standards and practices for effective and efficient management and administration of Natura 2000 site.
CAC 4.2	Enable effective communication across a protected area system.
BIO 2.1	Demonstrate a detailed knowledge and understanding of species, habitats and ecosystems of a Natura 2000 site.
BIO 2.4	Propose justified measures for conservation of species.
BIO 2.5	Propose justified measures for conservation of habitats and ecosystems.
BIO 3.7	Contribute to national conservation status evaluations.
LAR 2.1	Gather information to support law enforcement and security operations.
LAR 2.3	Work with local communities to resist and prevent illegal activities.
COM 3.4	Negotiate and maintain formal agreements with communities.
FLD 1.1	Use map and compass/charts for orientation and navigation.
TEC 2.1	Operate and maintain computers for advanced functions.
APC 05	Work effectively under pressure.

III.b. Areas to consider for extensive capacity building and development

These results are the specific competencies that you identify as being relevant for your work but which would benefit from some capacity building and development. These are 'priority competencies'. Your capacity building actions can be in the form of mentoring from a colleague, learning by doing or attending some form of face-to-face or online training. You will not need to address each of these competencies individually; however, taking your results in to account, it would be useful if you could find capacity building events / methods / tools that will help you to develop several related competencies in "one go" as these relate more directly to your job and training needs.

Code	Competence Statement
PPP 3.2	Direct a structured threat assessment for a Natura 2000 site.
PPP 3.4	Direct development of project proposals and plans for a Natura 2000 site using recognised formats and processes.
PPP 3.5	Direct implementation of projects and plans.
ORG 3.3	Establish regular and systematic planning and monitoring of management activities.
ORG 3.6	Ensure establishment and implementation of participation and good governance.

ORG 4.5	Promote the adoption of new approaches, tools and techniques for managing Natura 2000 sites across the system.
HRM 3.3	Ensure suitable working conditions, welfare, health, safety and security for personnel and other Natura 2000 site users.
FRM 2.2	Prepare reports on finances and assets.
FRM 3.5	Identify and secure funding for Natura 2000 site management.
ADR 2.1	Prepare analytical and technical reports and assessments.
CAC 2.3	Communicate effectively in writing.
CAC 2.4	Demonstrate effective collaboration and teamwork in the workplace.
CAC 3.1	Maintain effective communications within a protected area organisation.
CAC 4.1	Contribute effectively to high level meetings, conferences and negotiations.
CAC 4.3	Enable effective communication with other organisations and sectors.
BIO 1.2	Recognise threats and problems affecting biodiversity in the field.
LAR 1.8	Provide formal evidence (written and verbal).
COM 3.1	Direct the participatory collection and assessment of socio-economic and cultural information.
TRP 1.2	Respond to emergencies and accidents to visitors.
TRP 1.5	Assist in guiding advanced visitor activities.
TRP 2.1	Manage visitation and use of facilities.
TRP 2.4	Conduct surveys about visitors, the use of a Natura 2000 site and its facilities.
TRP 3.6	Ensure marketing of opportunities for tourism, recreation and public use.
AWA 2.5	Plan and lead special public events.
FLD 1.9	Conduct first aid and provide appropriate responses in accidents and emergencies.
FLD 1.16	Correctly use and maintain field communication equipment.
FLD 2.1	Plan, lead and report on field excursions and activities.
FPC 05	Communicate effectively verbally.
FPC 10	Avoid, prevent and report dishonest and/or illegal practices.
FPC 11	Maintain personal health, hygiene and fitness.
FPC 12	Communicate in other languages and/or dialects.
APC 02	Address complex problems.
APC 03	Make effective decisions.
APC 04	Cope with hazardous working environments.