Competence Assessment — Version 16 Issue: 1 Issue date: January 2023

Position	Key EMS updates such as audit results and Senior Management updates	Generic EMS communications	EMS Specialist Training	Sustainability Awareness - Staff Induction / Student training	Environmental Emergency Response (oil chemical spill)	Environmental Legislation Updates	Transport	Hazardous Waste Management Training	Biodiversity	Sustainable Construction	Sustainable Procurement	Energy	Asbestos Awareness	NPTC PA1 (Pesticide Safety Training)	NPTC PA6 (Pesticide Safety Training)	Green Impact Auditing	Green Impact Support Workshops	Eco Driving Training	Internal auditor training	Chemical Stores management	Managing Chemicals Safely	Sustainability Energy (BEMS) Training	Knowledge on Bristol Futures	Waste Smart Foundation	Waste Smart Advanced	Clinical Pre acceptance training	Swale maintenance	IEMA Environmental Sustainability Skills for the workforce	IEMA Environmental Sustainability Skills for Managers	IEMA Leading with Environmental Sustainability	Leaders workshop TOPIC LED	Sustainability module on DEVELOP Recommended
INDIVIDUALS																																
Estates Committee	x	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	x	x		X
Chief Property Officer	x	x	N/A	N/A	N/A	x	N/A	N/A	N/A	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	x	x	X
Head of Facilities Management and Deputy Director of Estates	X	x	N/A	x	N/A	x	N/A	N/A	N/A	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	x	x	X
Head of Hard Facilities Management	X	x	N/A	x	x	x	N/A	N/A	N/A	N/A	x	N/A	x	N/A	N/A	N/A	N/A	x	x	N/A	N/A	x	x	N/A	N/A	N/A	N/A	X	X	x	x	X
Hard FM team	X	x	N/A	x	x	x	N/A	N/A	N/A	N/A	x	N/A	x	N/A	N/A	N/A	N/A	x	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	X	N/A	N/A	X
Head of Soft Facilities Management	X	x	N/A	x	x	x	N/A	N/A	N/A	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	x	x	N/A	N/A	x	x	N/A	N/A	N/A	N/A	X	X	N/A	N/A	X
Soft FM team	N/A	x	N/A	x	x	x	N/A	N/A	N/A	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	x	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X
Estates Safety Manager	X	x	N/A	x	x	x	N/A	N/A	N/A	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	x	x	N/A	N/A	x	x	N/A	N/A	N/A	N/A	X	N/A	N/A	N/A	X
Head of Capital Projects	X	x	N/A	x	N/A	x	N/A	N/A	x	N/A	x	N/A	x	N/A	N/A	N/A	N/A	x	x	N/A	N/A	x	x	N/A	N/A	N/A	N/A	X	X	X	X	X
Capital Projects team	X	x	N/A	x	x	x	N/A	N/A	x	N/A	x	N/A	x	N/A	N/A	N/A	N/A	x	x			x	x	N/A	N/A	N/A	N/A	X	N/A	X	X	X
Head of External Estates	X	x	N/A	x	x	x	N/A	N/A	x	N/A	N/A	N/A	N/A	x	x	N/A	N/A	x	x	N/A	N/A	x	x	N/A	X	N/A	N/A	X	X	X	X	X
Gardens and Grounds Coordinators	N/A	x	N/A	x	x	x	N/A	N/A	x	N/A	N/A	N/A	N/A	x	x	N/A	N/A	X	X	N/A	N/A	x	x	N/A	X	X	N/A	X	N/A	N/A	N/A	X
Head of Estates Contracting	X	x	N/A	N/A	N/A	x	N/A	N/A	N/A	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	X	X	X	X
Head of Space and Asset Management	X	x	N/A	N/A	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	X	X	X	X
Head of Procurement	x	x	N/A	N/A	N/A	x	N/A	N/A	N/A	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	X	X	X	X
Department buyers	N/A	x	N/A	x	N/A	x	N/A	N/A	N/A	N/A	X	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	x	N/A	N/A	N/A	N/A	X
Head of Sustainability	x	x	x	x	N/A	x	N/A	N/A	N/A	x	x	x	N/A	N/A	N/A	N/A	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	X	X	X	X
Sustainability Manager (Transport)	x	x	N/A	x	N/A	x	x	N/A	N/A	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	X	X	X	X
Sustainability Manager (Circular Economy and EMS)	x	x	x	x	x	x	x	x	N/A	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	x	N/A	X	X	N/A	N/A	N/A	N/A	N/A	N/A	X	X	X	X	X
Environmental Supervisor (Waste and Resources)	x	x	x	x	x	x	x	x	N/A	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	x	N/A	X	X	N/A	N/A	N/A	X	X	N/A	X	N/A	N/A	N/A	X
Environmental Operative (Waste and Resources)	x	x	x	x	x	x	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	x	N/A	X	X	N/A	N/A	N/A	X	N/A	N/A	X	N/A	N/A	N/A	X
Sustainability Manager (Analysis)	x	x	N/A	x	N/A	x	N/A	N/A	N/A	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	X	X	X	X
Sustainability Manager (BEMS)	x	x	N/A	N/A	x	N/A	N/A	N/A	N/A	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	X	X	X	X
Sustainability Manager Energy	x	x	N/A	x	x	x	N/A	N/A	N/A	N/A	x	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	X	X	X	X
Sustainable Science Manager	x	x	N/A	x	N/A	x	N/A	N/A	N/A	N/A	x	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	x	x	x	N/A	X	X	X	X	X
IT Management	N/A	x	N/A	x	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	X	X	X	X
University Insurance Officer	N/A	x	N/A	x	N/A	x	N/A	N/A	N/A	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	N/A	N/A	N/A	X
University risk managers	x	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	N/A	N/A	N/A	X
Secretaries Office	x	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	X		
OTHER STAFF GROUPS																		N/A														
All staff	N/A	x	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	X	N/A	N/A	N/A	N/A	x	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X
Health and Safety Office	N/A	x	N/A	x	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	x	N/A	N/A	N/A	X	X	X	N/A	N/A	N/A	X	N/A	X
Laboratory Managers / Technicians	N/A	x		x	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	x	N/A	N/A	N/A	X	X	X	N/A	X	X	X	N/A	X
Residences Accommodation Managers	N/A	x	N/A	x	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	x	N/A	N/A	X	X	X	N/A	X
Catering Managers	N/A	x	N/A	x	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	x	N/A	N/A	X	X			X
Academic Staff																																
New Teaching Staff	x	x	N/A	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		X
OTHER STUDENT GROUPS			N/A																													
Halls of Residence Students	N/A	x	N/A	X	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	x	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X
UN ITE / A2		x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	x	x	N/A	N/A	N/A	N/A	N/A	N/A	X	x	N/A	N/A	N/A	N/A	N/A	N/A	X
Accommodation Students	N/A	x	N/A	X	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	x	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X
Students Union	N/A	x	N/A	X	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	x	x	N/A	N/A	N/A	N/A	N/A	N/A	X	x	N/A	N/A	N/A	N/A	N/A	N/A	X
Students with relevant degrees to Sustainability.	N/A	x	N/A	X	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	x	x	N/A	X	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X
Postgraduate and staff		x	N/A	X	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	x	x	N/A	N/A	N/A	N/A	N/A	X	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X

KEY

X	Training required
N/A	Training not applicable