University of Bristol

Competence Assessment Matrix

Competence Assessment — Version 17 Issue: 1 Issue date: May 2025

Column headers:
1. Key EMS updates such as Audit results and Senior Management updates
2. Generic EMS communications
3. EMS Specialist Training
4. Sustainability Awareness - Staff Induction / student training
5. Environmental Emergency Response (oil chemical spill)
6. Environmental Legislation Updates
7. Transport
8. Hazardous Waste Management Training
9. Biodiversity
10. Sustainable Construction
11. Sustainable Procurement
12. Energy
13. Asbestos Awareness
14. NPTC PA1 (Pesticide Safety Training)
15. NPTC PA6 (Pesticide Safety Training)
16. Green Impact Auditing
17. Green Impact Support Workshops
18. Eco Driving Training
19. Internal auditor training
20. Chemical Stores management
21. Managing Chemicals Safely
22. Sustainability Energy (BEMS) Training
23. Knowledge on Bristol Futures
24. Waste Smart Foundation
25. Waste Smart Advanced
26. Clinical Pre acceptance training
27. Swale maintenance
28. IEMA Environmental Sustainability Skills for the workforce
29. IEMA Environmental Sustainability Skills for Managers
30. IEMA Leading with Environmental Sustainability
31. Leaders workshop TOPIC LED
32. Sustainability module on DEVELOP Recommended

INDIVIDUALS

Position	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
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	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	N/A	N/A	x	x	N/A	N/A	x	x	N/A	N/A	N/A	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	N/A	N/A	x	x	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	N/A	N/A	x	x	N/A	N/A	x	x	N/A	N/A	N/A	X	X	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	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	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	N/A	N/A	x	x	N/A	N/A	x	x	N/A	N/A	N/A	X	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	N/A	N/A	x	x	N/A	N/A	x	x	N/A	N/A	N/A	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	N/A	N/A	x	x				x	x	N/A	N/A	N/A	X	N/A	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	N/A	N/A	x	x	N/A	N/A	x	x	N/A	X	N/A	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	N/A	N/A	X	X	N/A	N/A	x	x	N/A	X	X	X	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	N/A	X	X	X	X
Head of Asset Maintenance / Campus Building Systems / Campus Smart Technology	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	N/A	X	X	X	X
Director of Procurement / Senior Procurement Manager	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	N/A	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	X	N/A	N/A	N/A	N/A	N/A	X
Head of Net Zero Carbon & Sustainability	x	x	x	x	N/A	x	N/A	N/A	x	x	x	x	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	N/A	N/A	N/A	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	N/A	X	X	X	X
Sustainability Manager (Scope 3)	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	N/A	x	X	X	N/A	N/A	N/A	N/A	N/A	N/A	N/A	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	X	X	N/A	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
Campus Data Officer	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	N/A	X	X	X	X
Project Manager - Net Zero Carbon	x	x	N/A	N/A	x	N/A	N/A	N/A	N/A	x	x	x	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	N/A	N/A	N/A	X	X	X	X
Sustainability Manager (Utilities & Carbon Management)	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	N/A	X	X	X	X
Sustainability Manager (Science)	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	N/A	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	N/A	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	N/A	X	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	N/A	X	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	N/A	x	x	X

OTHER STAFF GROUPS

Position	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
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	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	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	N/A	X

Academic Staff

Position	1	2	3	4	5	...	32
New Teaching Staff	x	x	N/A	x	N/A	N/A ...	X

OTHER STUDENT GROUPS

Position	1	2	3	4	5	...	16	17	...	24	25	...	32
Halls of Residence Students	N/A	x	N/A	X	N/A	...	x	x	...	N/A	N/A	...	X
UNITE / A2	N/A	x	N/A	N/A	N/A	...	x	x	...	X	x	...	X
Accommodation Students	N/A	x	N/A	X	N/A	...	x	x	...	N/A	N/A	...	X
Students Union	N/A	x	N/A	X	N/A	...	x	x	...	X	x	...	X
Students with relevant degrees to Sustainability.	N/A	x	N/A	X	N/A	...	x	x	...	N/A	N/A	...	X
Postgraduate and staff	N/A	x	N/A	X	N/A	...	x	x	...	N/A	N/A	...	X

KEY

X (yellow)	Training required
N/A	Training not applicable