



Landcare Professionals Knowledge and Skills Framework

Self Assessment Tool

This self assessment tool is for landcare professionals to self assess their skill levels in line with the Landcare Professionals Knowledge and Skills Framework.

Our Victorian landcare professionals are incredibly multi skilled and work across a vast array of knowledge areas. The roles are complex and the professional staff that work in support of community landcare make a vital contribution to the success of landcare in Victoria.

Developed in consultation with landcare professionals and their employers, the knowledge and skills framework establishes the foundation for the development and maintenance of the knowledge and skills needed to succeed in these critical roles.

We know that each landcare role and region has its own unique set of circumstances and challenges. The natural values and land use in each of our regions vary widely. Our communities are as unique as each of us individual landcare professionals. Landcare professionals will have their own unique combination of skills and knowledge needs and this self assessment tool will support you to monitor and assess your own growth in skills over time and to prioritise and plan your learning needs.

Through both training and on the job experience our skill levels will naturally grow over time. We recommend filling this in every 6 - 12 months and saving a copy with the date as the document title, so that you can go back and see your growth over time. You may even wish to share this information with your employer.



KNOWLEDGE THEMES




Project Development and Implementation



Landcare Community Development



Health and Safety



Communications



Culture and Heritage of First Nations People



Governance, Leadership and Administration



Technical and Scientific

KEY	0 - Not Applicable	This skill is not required in my role	3 - Intermediate	Has practical application experience and has refined skill over time
	1 - Fundamental Awareness	Basic knowledge of what the skill is but no direct experience	4 - Advanced	Understands theory and has applied it extensively in practice
	2 - Novice	Some knowledge and limited experience applying the skill	5 - Expert	Has recognised authority and is capable of training others in the skill

FOUNDATION SKILLS	0	1	2	3	4	5	Notes
Funding for landcare – sources and processes							
Project planning and development							
Grant application writing							
Monitoring, reporting and improvement							
Stakeholder engagement & partnerships							
Group facilitation skills							

Event management							
Volunteer management							
Succession Planning							
Workplace Health and Safety							
Child safety							
First Aid							
Mental health, Wellbeing and Burnout							
Social media							
Marketing your group/network							
Telling your Landcare story							

GROWTH SKILLS	0	1	2	3	4	5	Notes
Strategic planning							
Starting and revitalising groups							
Volunteer Recruitment							
Advocacy and representation of landcare							
Website establishment and management							

Media liaison							
Community engagement with First Nations People							
Cultural Heritage protection law and procedures							
First Nations People cultural competency and safety							
Negotiation and conflict resolution							
Record keeping							
Running effective meetings and elections							
Policy development and implementation							
Productivity and time management							
Biodiversity values, risks, and management							
Pests, weeds and disease							
Riparian Management and Water Quality							
Online Biodiversity Tools							
Soil Conservation and Management							
Geographic Information Systems and Mapping							
Citizen science							
Agricultural Farm Chemicals							

SPECIALITY SKILLS	0	1	2	3	4	5	Notes
Human resource management rules and practices							
Record keeping							
Association rules and constitutions							
Incorporation and business registration systems							
Financial governance management and reporting							
Having difficult conversations							
Crown land management							
Carbon farming							
Agricultural best management practice							
- Grazing BMP							
- Cropping BMP							
- Horticulture BMP							
- Dairy BMP							
Regenerative agriculture							
Biodiversity markets							