Theme	IA Practitioner	Senior IA Practitioner	Lead IA Practitioner
IAIA "Code of Conduct"	Subscribes to the IAIA "Code of Conduct" as adopted by the IAIA Board of Directors.	Subscribes to the IAIA "Code of Conduct" as adopted by the IAIA Board of Directors.	Subscribes to the IAIA "Code of Conduct" as adopted by the IAIA Board of Directors.
Education and training	Has been awarded a relevant[1] degree from an accredited university OR is a member in good standing of a relevant professionally accredited organization.	Has been awarded a relevant degree from an accredited university OR is a member in good standing of a relevant professionally accredited organization.	Has been awarded a relevant degree from an accredited university OR is a member in good standing of a relevant professionally accredited organization.
Experience	Has at least 2 years of experience in undertaking and reporting on IA studies.	Has at least 5 years of progressively senior experience in designing, undertaking and reporting on at least component[2] IA studies, including public participation.	Has at least 10 years of progressively senior experience in designing, undertaking and reporting on comprehensive, integrated IA studies, including public participation[3].
Understanding of IA methods	Has a good understanding of IA methods, including cumulative and strategic IA.	Has a thorough working knowledge of IA methods, including cumulative and strategic IA.	Has a thorough working knowledge of IA methods, including cumulative and strategic IA.
IA study management	Under direction, has demonstrated a capacity to effectively plan and carry out specialist IA studies.	Has demonstrated a capacity to effectively lead at least component IA studies and, under direction, some multi-disciplinary studies, and to look beyond compliance to develop and promote best practice.	Has demonstrated a capacity to effectively lead and integrate comprehensive, multi-disciplinary IA studies at all scales, and to look beyond compliance to develop and promote best practice.
Sustainable development	Has a good understanding of the structure, functioning and inter-relatedness of ecological, socio-economic and political systems that support sustainable development.	Has a good understanding of the structure, functioning and inter-relatedness of ecological, socio-economic and political systems that support sustainable development.	Has a good understanding of the structure, functioning and inter-relatedness of ecological, socio-economic and political systems that support sustainable development, and has a demonstrated ability to apply this understanding to sound project planning and impact assessment.

[1] For example: environmental studies, geography, ecology, biology, sociology, social anthropology, planning, engineering, landscape architecture.
[2] For example: biophysical, socio-economic, human, health.
[3] Such as public scoping of IA documents, public dialogue and comments on IA documents, and consultations with stakeholders.

Theme	IA Practitioner	Senior IA Practitioner	Lead IA Practitioner
IA administrative systems	Is familiar with the IA administrative systems and guidelines of the country(s) in which s/he works.	Has a working knowledge of IA administrative systems and guidelines in the country(s) in which s/he works, and a demonstrated ability to effectively interpret and fulfill their requirements.	Has a broad working knowledge of IA administrative systems and guidelines, and a demonstrated ability to effectively interpret and fulfill their requirements.
Professional development	Actively engages in continuing professional development through readings, publications/ presentations, and/or training.	Has demonstrated an active commitment to best practice and continuing professional development through readings, publications/ presentations, training, and/or mentoring.	Has demonstrated an active commitment to best practice and continuing professional development through readings, publications/ presentations, training, and/or mentoring.
Mentoring	N/A	Has demonstrated an active commitment to mentoring less experienced practitioners for their professional development.	Has demonstrated an active commitment to mentoring less experienced practitioners for their professional development.

Theme	IA Administrator	Senior IA Administrator	Lead IA Administrator
IAIA "Code of Conduct"	Subscribes to the IAIA "Code of Conduct" as adopted by the IAIA Board of Directors.	Subscribes to the IAIA "Code of Conduct" as adopted by the IAIA Board of Directors.	Subscribes to the IAIA "Code of Conduct" as adopted by the IAIA Board of Directors.
Education and training	Has been awarded a relevant degree from an accredited university OR is a member in good standing of a relevant professionally accredited organization.	Has been awarded a relevant degree from an accredited university OR is a member in good standing of a relevant professionally accredited organization.	Has been awarded a relevant degree from an accredited university OR is a member in good standing of a relevant professionally accredited organization.
Experience	Has at least 2 years of IA experience with an emphasis on the administration of public-sector IA processes.	Has at least 5 years of progressively senior IA experience with an emphasis on the administration of public-sector IA processes, including some experience with conducting integrated IA studies and related public participation.	Has at least 10 years of progressively senior IA experience with an emphasis on the administration of public-sector IA processes, including some experience conducting integrated IA studies and related public participation.
Understanding of IA methods	Has a good understanding of IA methods, including cumulative and strategic IA.	Has a thorough working knowledge of IA methods, including cumulative and strategic IA.	Has a thorough working knowledge of IA methods, including cumulative and strategic IA.

Theme	IA Administrator	Senior IA Administrator	Lead IA Administrator
IA administrative systems	Is familiar with the IA administrative systems and guidelines of the country in which s/he works.	Has a good working knowledge of the IA, environmental and related institutions, legislation, policies, and administrative procedures within which s/he works.	Has a detailed working knowledge of the IA, environmental and related institutions, legislation, policies, and administrative procedures within which s/he works.
Review of IA documents	Under direction, is capable of drafting integrated IA requirements for projects, of evaluating the adequacy of IA documents, of drafting practical project approval conditions, and of following up the implementation of those conditions.	Has demonstrated an ability to establish integrated IA requirements for projects in at least a few sectors, to evaluate the adequacy of IA documents, to craft practical project approval conditions, and to follow up the implementation of those conditions.	Has demonstrated an ability to establish integrated IA requirements for a full range of project types and scales, to evaluate the adequacy of IA documents, to craft practical project approval conditions, and to follow up the implementation of those conditions.
Sustainable development	Has a good understanding of the structure, functioning and inter-relatedness of ecological, socio-economic and political systems that support sustainable development.	Has a good understanding of the structure, functioning and inter-relatedness of ecological, socio-economic and political systems that support sustainable development.	Has a good understanding of the structure, functioning and inter-relatedness of ecological, socio-economic and political systems that support sustainable development, and has a demonstrated ability to apply this understanding to sound IA review and decision-making.
Professional development	Actively engages in continuing professional development through readings, publications/ presentations, training, and/or mentoring.	Has demonstrated an active commitment to best practice and continuing professional development through readings, publications/ presentations, training, and/or mentoring.	Has demonstrated an active commitment to best practice and continuing professional development through readings, publications/ presentations, training, and/or mentoring.
Mentoring	N/A	Has demonstrated an active commitment to mentoring less experienced administrators for their professional development.	Has demonstrated an active commitment to mentoring less experienced administrators for their professional development.