

## Pathway to MIEMA

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| <b>Course length:</b>      | Time period to suit candidates depending upon experience (support can be extended for an additional fee) - 3 months to complete your initial self-assessment, followed by action plan duration. |
| <b>Level:</b>              | Advanced  |
| <b>Delivery:</b>           | Distance learning - 6 months support<br>3 months to complete initial self-assessment, followed by action plan duration.   |
| <b>Venues:</b>             | Nationwide  |
| <b>Pre-Qualifications:</b> | AIEMA   |
| <b>Examinations:</b>       | Formal application process(es) and IEMA telephone interview   |

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### Overview

This personally mentored support service focuses on completing a Full Membership gap analysis, developing a personal action plan, and providing you with individual support through the IEMA Full Membership assessment process.

### Target Audience

The course is designed for individuals who currently hold Associate membership of IEMA and who wish to become Full Members (MIEMA) and/or Chartered Environmentalists (CEnv).

The one-to-one focus of the program makes it ideal regardless of the method of gaining AIEMA status. It can also support experienced environmental professionals looking to apply for MIEMA status via the direct route.

### Assessment Process

Candidates are externally interviewed by IEMA assessors via a short paper submission and a 45 – 75 minute interview.

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### Syllabus

Part 2 of the course contains eight developmental themes which assess participants' competency at this advanced level:

- Explaining fundamental environmental and sustainability principles and their relationship with organisations
- Understanding environmental and sustainability strategies, policies and legislation as they relate to your area of professional activity.
- Critical analysis, interpretation and reporting of environmental data and information to inform sustainable decision-making
- Identification and analysis of problems and opportunities from an environmental perspective to develop and deliver sustainable solutions
- Use of communication skills to drive effective environmental and sustainable business practices
- Embedding sustainable thinking as it relates to your area of professional activity
- Managing and delivering environmental improvements to improve organisational resilience
- Education, influence, persuasion and challenge of others to lead and promote sustainability

To assess the above, you will be required to complete an individual self-assessment which should be completed within 3 months. Following this, your mentor will work with you to develop your personal action plan and time frames for completion of necessary steps. Realistic dates will be agreed between you and your mentor to enable you to achieve IEMA and CEnv standards.

When the work on your action plan is completed, we will provide you with a realistic mock interview, and support you with your submission of your Full Membership and/or Chartered Environmentalist application to IEMA. A telephone interview with other members of IEMA will conclude your application.

Candidates that are not successful on their first attempt, or do not submit their application within the agreed timescales can purchase additional support time if they wish.



## Additional Notes

### IEMA Full Membership Standard March 2014 Competencies, Assessment Criteria and Scope Competencies and Assessment Criteria

The competencies state what a candidate will be expected to know, understand or be able to do and the assessment criteria describe the requirements that a candidate is expected to meet to demonstrate that a competency has been achieved.



| Competencies: A Full Member will...   | Assessment Criteria: A Full Member can...  | Scope: A Full Member should be familiar with...   |
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| <p>1. Be able to explain fundamental environmental and sustainability principles and their relationship with organisations</p>                            | <p>1.1 Describe the critical importance of maintaining and enhancing natural cycles and biodiversity in achieving environmental sustainability</p> <p>1.2 Explain the link between global and local environmental and sustainability issues</p> <p>1.3 Explain the interdisciplinary nature of environmental and sustainability issues</p> <p>1.4 Identify and anticipate environmental trends</p> <p>1.5 Describe how the principles of lifecycle thinking can be used by organisations.</p> <p>1.6 Identify uncertainty and risks for organisations as a result of a changing environment</p>  | <p>natural cycles: such as hydrological cycle, carbon cycle, nitrogen cycle</p> <p>lifecycle thinking: including moving towards a circular economy.</p> <p>changing environment: such as changing environmental conditions, climate change, resource scarcity, biodiversity, ecosystems &amp; natural capital,</p>  |
| <p>2. Understand environmental and sustainability strategies, policies and legislation insofar as they relate to your area of professional activity.</p>  | <p>2.1 Describe the role of environmental policy instruments and their use in combination to achieve a better environmental outcome</p> <p>2.2 Explain how environmental and sustainability issues link to other policy issues</p> <p>2.3 Explain the benefits of going beyond legal compliance</p> <p>2.4 Describe main policy and legislation relevant to environmental management and sustainability (big picture, low level of detail)</p> <p>2.5 Explain environmental and sustainability policies and legislation that are going to impact on you/your organisation and how you/your organisation impact upon environment and sustainability (tighter boundary, lots of detail)</p> <p>2.6 Access information on environmental and sustainability issues and good practice</p> | <p>Other policy issues – such as population, poverty, economics, agriculture, food, forestry, fisheries, human rights, environmental justice</p>  |
| <p>3. Be able to critically analyse, interpret and report environmental data and information to inform sustainable decision-making and provide advice</p> | <p>3.1 Describe principles of non-financial data management and assurance</p> <p>3.2 Integrate environmental data management into existing management systems and governance of an organisation</p> <p>3.3 Determine how data or information will be used and explain key characteristics of data or information</p> <p>3.4 Critically analyse data or information to gain understanding and insights emerging from the analysis</p> <p>3.5 Interpret and report data or information for different audiences</p> <p>3.6 Provide advice on the outcome of environmental data analysis and the ways in which it supports sustainable action</p> <p>3.7 Outline environmental sustainability reporting standards and guidelines</p>   | <p>Principles – such as Monitoring, accounting, assurance, verification and Generally Accepted Accounting Principles (GAAP) accuracy, consistency, comparability, transparency, materiality and reliability. Reporting Standards and Guidelines - Such as the types of reporting standards and guidance that are available and examples of each, with particular focus on those that are relevant to your role.</p> <p>Organisational Reporting such as legal requirements under the Companies Act, Global reporting Initiative. Benchmarking Such as The Watermark project benchmarks; Energy Performance Certificates. Assurance Such as AA1000AS Assurance Standard; ISO14064-3 Greenhouse Gases – specification with guidance for the validation and verification of greenhouse gas assertions. Green Claims such as Defra Green Claims Guidance Sector Specific: EU Emissions Trading Scheme, The Wildlife Trusts Biodiversity Benchmark</p> |
| <p>4. Identify and analyse problems and opportunities from an environmental perspective to develop and deliver sustainable solutions.</p>                 | <p>4.1 Analyse short, medium and longer term environmental sustainability opportunities, trends and threats</p> <p>4.2 Evaluate environmental problems to develop practical sustainable solutions</p> <p>4.3 Implement and evaluate environmentally sustainable solutions and recommend any further action</p>   | <p>Solutions – improvements, mitigation, adaptation</p>   |

| Competencies: A Full Member will...   | Assessment Criteria: A Full Member can...  |   |
|---|--|---|
| <p>5. Use Communication to drive effective environmental and sustainable business practices</p>                   | <p>5.1 Develop and lead communication of environmental sustainability messages and initiatives in a manner which is professional and appropriate to the audience</p> <p>5.2 Identify, engage and respond to stakeholder needs</p> <p>5.3 Explain and interpret the consequences of actions in respect to environmental sustainability damage and improvement</p> <p>5.4 Communicate the importance of global and local environmental sustainability issues and their interaction with an organisation</p>  | <p>Business practices: a method, procedure, process or rule employed by a company in the pursuit of its objectives.</p> <p>Engage – 2-way dialogue with stakeholders</p> <p>Respond – listen and respond to stakeholders, tailoring the information to the audience</p>   |
| <p>6. Embed sustainable thinking in organisations insofar as it relates to your area of professional activity</p> | <p>6.1 Initiate and support actions that enable integration of lifecycle thinking into organisations.</p> <p>6.2 Assimilate sustainable thoughts and ideas, act on them, implement them and build on them and/or apply them in a different context</p> <p>6.3 Identify the appropriate environmental management and/or assessment tools to use in a given situation</p> <p>6.4 Know and understand and be able to implement one or more environmental management and assessment tools</p>  | <p>Environmental management and/or assessment tools – EMS, EMP, Footprinting, Environmental Impact Assessment, Strategic Environmental Assessment, Environmental Audit, Risk Assessment, Life Cycle Analysis</p> <p>Know and understand - the standards, guidelines and good practice associated with the tool; the stages in the process of implementation of the tool; the competencies required to implement the tool; how to set the scope and objectives for using the tool; the supporting documentation required; the techniques used to implement the tool; how to identify and assess environmental impacts; how to set criteria to evaluate the significance of environmental</p> |
| <p>7. Manage and deliver environmental improvements and improve resilience</p>                                    | <p>7.1 Develop and communicate a sustainable business case embedding effective environmental management</p> <p>7.2 Influence others to secure sustainable environmental improvements</p> <p>7.3 Integrate environmental issues and considerations into sustainable organisational planning and practice</p> <p>7.4 Set and monitor environmental objectives, targets and performance indicators</p> <p>7.5 Prepare, implement and monitor the effectiveness of a sustainable environmental performance improvement plan or action</p> <p>7.6 Identify strategic opportunities and risks from a changing environment to organisations.</p> <p>7.7 Identify and propose solutions to avoid or manage risks from a changing environment</p> | <p>Resilience – resilience of organisations, projects, developments, clients, products or services etc</p> <p>Business case – financial and non financial cases</p> <p>performance indicators: including benchmarking e.g. biodiversity benchmarking</p> <p>Opportunities and risks- short, medium and long term</p>  |
| <p>8. Educate, influence, persuade and challenge others to lead and promote sustainability</p>                    | <p>8. Educate, influence, persuade and challenge others to lead and promote sustainability</p> <p>8.1 Advise and influence others to incorporate environmental sustainability considerations into decision making and actions</p> <p>8.2 Lead change and act with persistence to secure sustainable environmental improvement</p> <p>8.3 Promote an environmentally sustainable and resilient approach to planning and decision making</p> <p>8.4 Challenge and negotiate to encourage the inclusion of good environmental management and sustainability practice in decision making and subsequent action</p> <p>8.5 Constructively challenge behaviour that may cause environmental harm and lead to unsustainable outcomes</p>        |   |