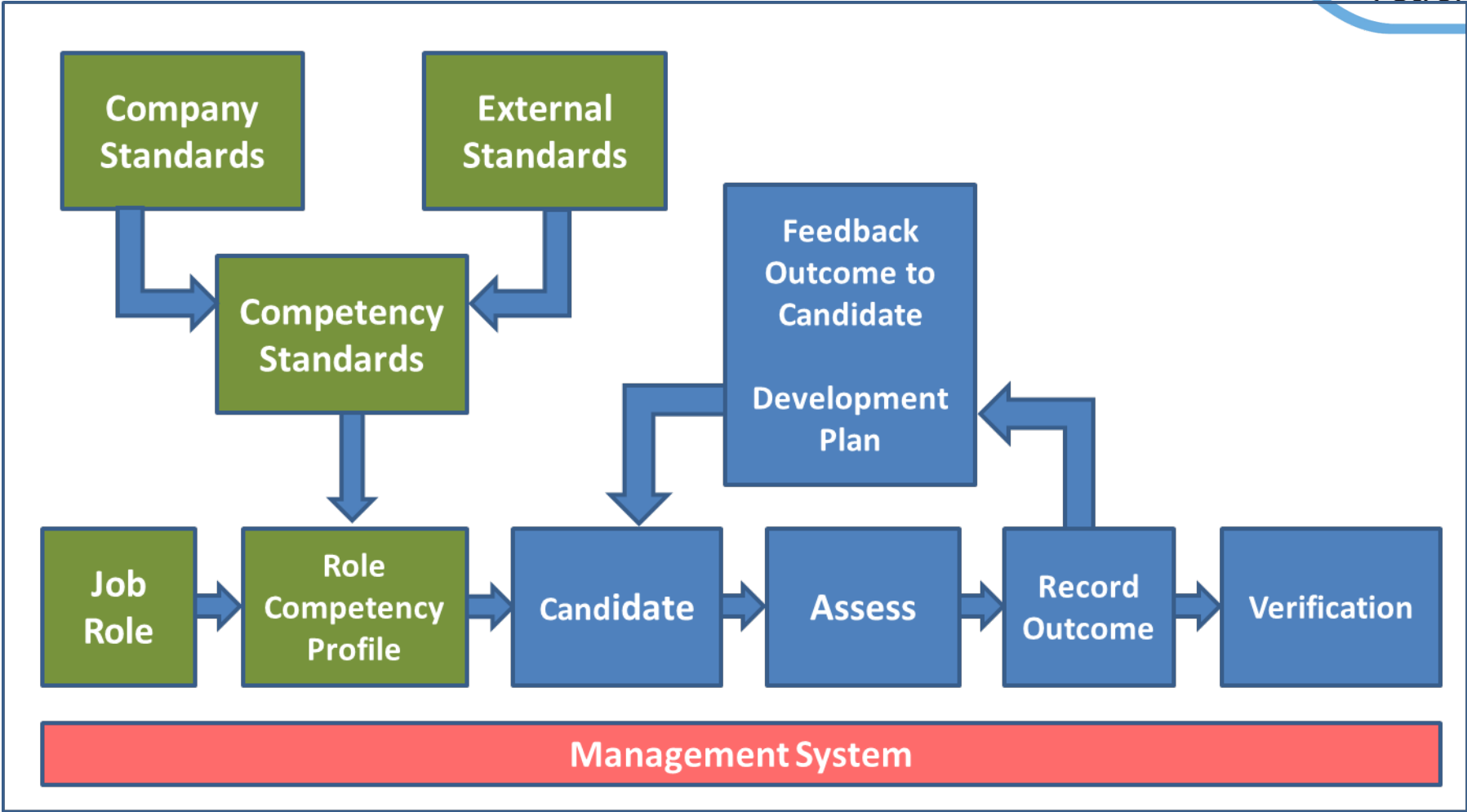


- The process
- The job holder
- The role
- Additional roles
- Competency
 - Definition
- Set of Competencies
 - Known as competency standards
 - Take into account task, company, regulatory and industry requirements
- The components of a competency standard
 - Built on vocational **Skills**
 - **Knowledge**
 - Performance: How they apply these into the workplace (**Ability**)
- Training and learning is the first step towards competency
- It is about capability: ability to apply skills and knowledge to their work tasks



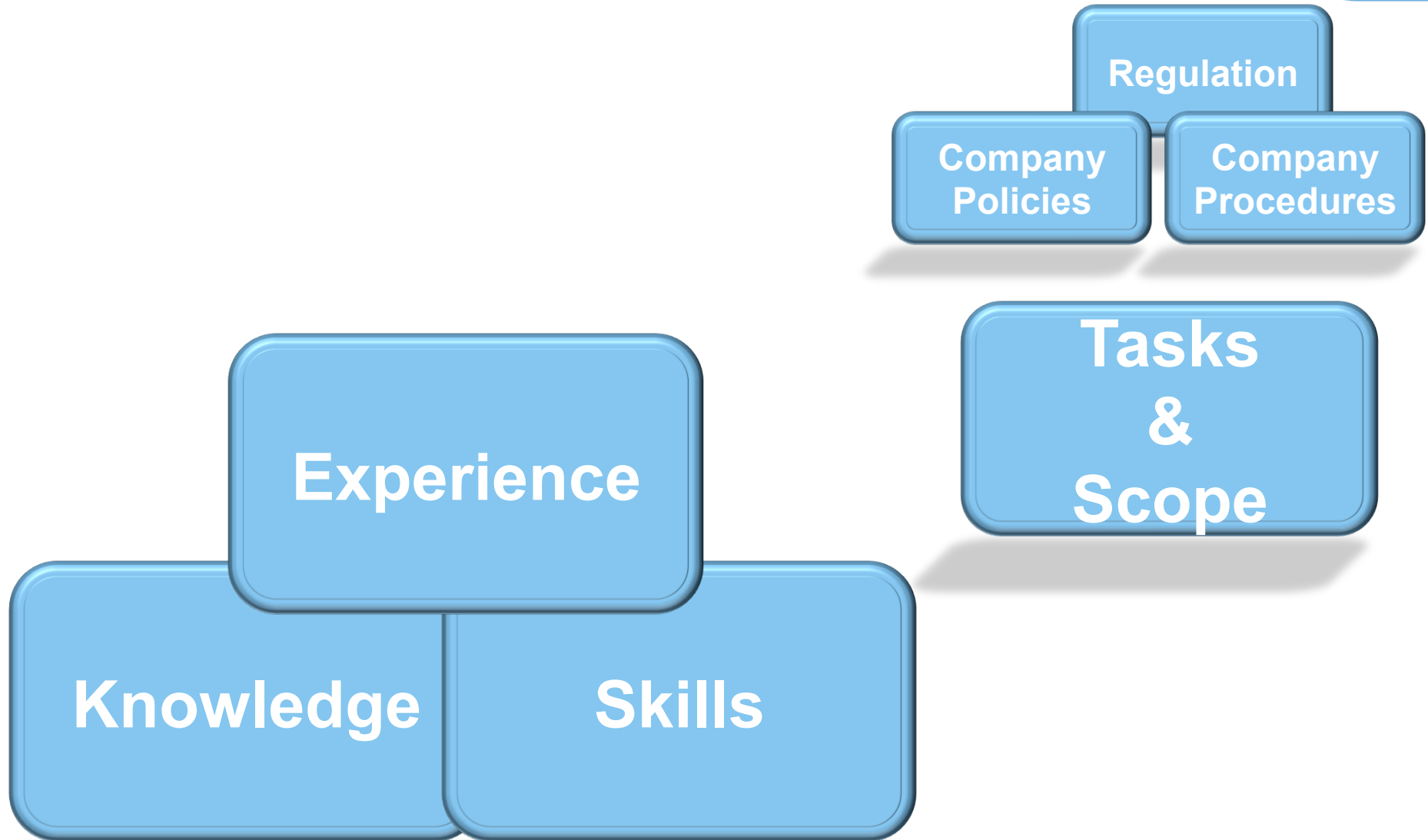
“The ability to consistently perform a given task to a pre-determined standard”

Competence (n) – capability, ability, skill, expertise

“Ability to perform activities within an occupation to specified standards”

- *Experience*
- *Skills*
- *Knowledge and Understanding*
- *Attitude*

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A Typical Competency Structure

- HSSE
- Quality
- Drilling Operations
- Marine Operations
- Maintenance
- Asset and/or Equipment Specific

Structure of a Role Competency Profile

Group	Unit	Element	Outcome at required proficiency level
Drilling and Well Operations	Management of Drilling Fluids	Function of drilling fluids	Performance Criteria Able to carry out a Marsh Funnel Test
			Knowledge Requirements Able to explain the functions of drilling fluids

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Are All Competency Systems Equal?

- Most focus on health & safety, regulatory and technical
- All look at the ability of the person carrying out the job
- All look at the knowledge the person
- However, the depth, breadth and content varies
- Some cover:
 - Leadership Skills
 - Management Skills
 - Behaviors
 - Team

Thank you

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