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
Define Competency

“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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Competency Model

- Knowledge
- Skills
- Experience

- Regulation
- Company Policies
- Company Procedures

Tasks & Scope
A Typical Competency Structure

- HSSE
- Quality
- Drilling Operations
- Marine Operations
- Maintenance
- Asset and/or Equipment Specific
### Structure of a Role Competency Profile

<table>
<thead>
<tr>
<th>Group</th>
<th>Unit</th>
<th>Element</th>
<th>Outcome at required proficiency level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Drilling and Well Operations</td>
<td>Management of Drilling Fluids</td>
<td>Function of drilling fluids</td>
<td>Performance Criteria</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Able to carry out a Marsh Funnel Test</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Knowledge Requirements</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Able to explain the functions of drilling fluids</td>
</tr>
</tbody>
</table>
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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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