

Fantasy Application Assessors Feedback

NB. Where no level stated a reasonable presumption is made of the level is made on the basis of the comments provided.

Private Sector Conservation Consultant		Level
Competence 1: Philosophy		
1	Academic grounding from Master's course, followed by experience of applying conservation philosophies in justifying or otherwise proposals to historic buildings in private practice. 'History' of UK philosophy is adequate; reference to EH principles & NPPF show understanding of contemporary conservation philosophy.	Skilled
2	Good knowledge and understanding of conservation philosophy. Key international documents and UK guidance cited. The first example is more focused on technical issues but is an example of maintaining maximum original fabric. The second example advocates contemporary design as an honest approach – from the building description it is not possible whether a glass and steel extension would be too dominant and overpower the original building.	No level stated Presume Capable
3	Well versed from own education and practice and offers two good building examples. The applicant has a healthy sense of the flexibility of principles in application in varying circumstances. Wisely chose to follow much of the optional guidance.	Capable
4	The applicant gives a summary of the development of conservation approaches. The examples relate to small scale domestic repairs and additions and the philosophy adopted is fairly straightforward and unsophisticated	Capable
<p>Summary: Good evidence of knowledge and understanding of the competence through education followed by application in practice. Although capable the general feeling was adequacy rather than anything more. Assessors felt that the case studies provided good background to understanding and application of philosophy but contrasting examples (domestic and commercial) would have provided a greater understanding. The application from an administrative point of view, one assessor was concerned about the 'waffiness' of the submission. It has been recommended to applicants that concise writing is important, ensuring the application flows and is professionally written is as important as the evidence provided.</p>		Capable

Private Sector Conservation Consultant		Level
Competence 2: Practice		
1	Answer ticks all the boxes as regards knowledge but lacks examples. Particularly pleased to see the inclusion of Fire Officers & Building Regs; amenity societies are listed generically but not named (e.g. Vic Soc) & their role as a statutory consultee is omitted). Skilled (or mark down as no examples of application are provided). Nice answer but application of knowledge could be demonstrated through examples of cases.	Skilled
2	Good knowledge and understanding of wider context of conservation: public statutory bodies, amenity societies and professionals from a range of disciplines. The candidate is aware of their roles and responsibilities. Community groups and members of the public are discussed and communications and negotiation skills are emphasised. No reference to negotiation skills and seeking specialist advice.	Capable

3	*Local authority conservation officer (not Private Sector Conservation Consultant) Well-rounded and comprehensive description of the complex situations, diverse professionals and varied public representatives involved in the full practice of conservation. Would have liked 2 examples – with details- of specific practice to demonstrate the candidate’s own confidence in action in these situations although these are only optional.	Capable
4	The applicant shows knowledge and experience of working with a wide range of the sector from consent applicant and elected members to English Heritage and amenity societies. This section needs detailed examples to underpin the assertions.	Capable
<p>Summary: Generally assessors felt that the applicant demonstrated capability in the competence with a wide understanding of the sector, related disciplines and respective roles and responsibilities. Although capable, it was felt that further information was required to clearly demonstrated ability of understanding conservation practice. One assessor would have credited the applicant as skilled had they provided such information. As per the first competence applicants need to clearly demonstrate their ability and understanding through the case studies, particularly with contrasting rather than two similar case studies.</p>		Capable

Consultant Historian		
Competence 3: History		Level
1	Initially I felt this was a strong answer, but the example is weak and I would want to check the supporting documentation. As is typical the applicant only describes knowledge and experience of buildings and townscapes not designed landscapes (not sure if churchyards count), gardens, monuments etc. Would s/he be able to date a timber framed barn or industrial warehouse? Methodology for analysing changes through time is not described.	Capable
2	Good knowledge and understanding of architectural history in particular and archival research. There is only passing reference to assessment of significance. The example discusses a project recommending an area for conservation area designation but no reference to advising on suitability for listed building designation. No reference to assessing the heritage impact of development proposals.	Capable
3	Seems well informed and competent but I am not convinced the candidate has sufficiently structured ‘knowledge of the history and development of a broad spectrum of the built and historic environment’. A second example would have helped here. So in the table below I have resorted to a C/A category which, is halfway between A and C. This area is the one competence in which a consultant historian needs to shine in order to have any chance of demonstrating a full membership capacity across all the other competences too!	Aware
4	The first section states the area of expertise but does not demonstrate them. There is one example of an area assessment. A further example to demonstrate the stated expertise in churches would be helpful.	Skilled
<p>Summary: A mixed response from the assessors in terms of their level of assessment from borderline capable to skilled. Again further information and evidence is required from the applicant to really demonstrate ability of the competence. If a real application one assessor would want to cross-reference the applicant’s CV to understand the applicants experience. Another assessor made a pertinent point that as a Historian this particular competence ought to be an area in which they are beyond capable and is skilled. The theme of further information and application through case studies is very important in demonstrating professional ability in the competence.</p>		Capable

Local Authority Conservation Officer		
Competence 4: Research, Recording, Analysis		Level
1	A good example in view of the applicant's own career experience/requirements (she/he perhaps hasn't had the opportunity actually to undertake a measured survey and is a bit 'thin' in citing the desktop research that goes alongside archaeological recordings for example). Appropriate level of knowledge for a conservation officer (in reading the response I myself am no better informed by the answer as to what 'level 1 and level 2' recording actually means, so the applicant may actually be hiding behind terminology; difficult to tell!)	Skilled
2	Good knowledge and understanding of research, recording and analysis. Experience of executing survey/recording work and commissioning programmes of work (rather than planning work). Experience of advising on techniques/levels of recording and rapid (photo) survey/recording.	Capable
3	The candidate has a comprehensive knowledge of research, recording and analysis techniques and his examples demonstrate his use of them in practice. My only comment on their two examples is that they showed little inclination to use these techniques as a way of possibly protecting structures from removal rather than as a last recording resort in the face of inevitable demolition. The legal situations may have given them no scope for anything else but he expresses no regret at all about the loss of listed buildings or of significant surviving features in an unlisted building. I find this surprising.	Capable
4	The applicant has good experience of dealing with building recording but would benefit from more experience in archive research and archaeological investigations. Well illustrated with two examples.	Capable
Summary: On the whole the assessors felt that the applicant demonstrated a capable understanding of the competence. It was acknowledged on the basis of role that the applicant may not have had direct experience of using the techniques but was clearly aware of them. The evidence was felt to be good with a recommendation for gaining further experience in archive research.		Capable

Planning & Conservation Consultant		
Competence 5: Legislation & Policy		Level
1	There is no mention of the recent NI heritage white paper or the presence of a Planning (NI) Order 1991, which also isn't cited. Nor do they refer to other forms of legislation that impact on conservation projects such as building regs etc. The applicant has not provided any case study examples where they have used their policy knowledge other than saying they have advised clients on consents required and appeared at Appeal Hearings. I can only award a capable score and even then I wonder if this should be aware.	Capable
2	Good knowledge and understanding of legislation and policy framework. Experience of guiding clients through application process and experience of appeals – contesting and defending decisions. No reference to drawing up and implementing policy and no reference to reference other legislation (e.g. building regulations, Fire Safety and access – Equality Act).	Aware

3	I feel that the application is deficient in not supplying any detailed examples which demonstrates their capacity to use what knowledge they might have.	?
4	The applicant rehearses a history of heritage protection in NI but does not demonstrate a working knowledge of historic environment development control and policy and no examples are adduced.	Aware
Summary: The general feeling was that application is deficient in evidence. The recurring theme about lack of evidence through case studies continues. On the basis of uncertainty the level given to the applicant in this particular competence is aware. Further information is required as well as an overarching understanding of legislation and policy need to be demonstrated.		Aware

Historic Building Architect		
Competence 6: Finance & Economics		Level
1	The procurement of architects does not work as described. Other than initial feasibility work, architect's fees are in the majority of cases related to the cost of the capital works being undertaken using a percentage fee drawn down in works stages. A key role for architects is however the preparation of schedules of work, drawings and tender documentation to secure competitive prices from contractors such that fee quotes may be developed (and also the management of QSs, where employed in order to provide pre tender cost estimates and manage budgets). This having been said, the applicant's naivety is evident when it comes to understanding how conservation deficit projects are valued, funded and financed and the lack of knowledge of grant mechanisms and 'opportunities' such as enabling development. Very muddled response. No mention of key financial administrations role of an architect in certifying works. Second half of the answer (re grants) is better than the first but I am not convinced that this architect knows how to advise clients properly on development economics matters.	Aware
2	Discusses funding sources, grant applications and managing budgets. Understands procurement, tendering, contracts and cost. No real reference to property markets and valuation, VAT or promoting investment	Aware
3	The candidate's educational background and development experience has enabled them to develop financial skills and knowledge suitable to satisfy the IHBC requirements for this competency. In addition they have further awareness and skill in securing the future sustainability and 10 year maintenance of the fabric they deal with which is unusual and particularly commendable. However they let themselves down by not taking the opportunity to add examples of how they applied this skill and knowledge in practice.	Capable
4	The applicant has experience in running conservation projects with involvement also in grant funding. This merits a capable level but providing good examples might increase that to skilled.	Capable
Summary: The overall level awarded for this competence is a borderline C/A on the basis of lacking evidence and understanding, this needs to be demonstrated further. One assessor states that the applicant has 'done themselves a disservice' by not providing examples to demonstrate application of the competence in practice. Again further evidence in the form of examples/case studies would bolster the application and provide evidence of understanding.		Aware

Buildings Archaeologist		
Competence 7: Design & Presentation		Level
1	A very short answer but an honest one. The applicant ought to provide examples of the building's phasing plans produced and a case study example in the answer text in order to show how such presentations have aided understanding in a genuine project. I would expect a building archaeologist to be capable of drafting heritage impact assessments and be able to comment on the "potential damage to significance" that proposals may represent. This key phrase does not appear in the answer though I think the third sentence is trying to say as much.	Aware
2	Experience in advising clients on good design and the impact of proposals and what is likely to gain consent. There is reference to visual communication skills: illustration marking up drawings and sketching. Although there is no reference to producing design guides or to drawing up & implementing enhancement schemes. No reference to urban design.	Capable
3	This candidate admits they have little experience in this competency. Although they go on to describe what limited skills they have provided no examples to demonstrate application even of these limited skills. They also show no determination to make good their lack [of understanding/knowledge] through further relevant training or experience.	Aware
4	No competence in this area is shown beyond broad assertion of some. The applicant needs education and experience in this area before re-submitting.	Unaware
<p><u>Summary:</u> The applicant lacks experience in this competence and is therefore unable to provide evidence through case studies about their understanding nor application of this competence. As one assessor points out there is no statement of plans to address this in the future. Although it is ok to state where your abilities might be lacking in a particular competence it is important to state that this is an area to focus on-going CPD to address a weakness.</p>		Aware

Structural Engineer		
Competence 8: Technology		Level
1	As with competence 7 this is an adequate response from the professional concerned but I would expect a structural engineer to use key phrases such as <i>'if it ain't broke don't fix it'</i> brining in conservation philosophy to justify a light touch structural repair rather than strengthening to meet modern load tables and building regs (subject to end use of course). <i>'Retention or reinstatement of original load paths'</i> should get a mention too. Finally I'd be looking for case study examples and supporting documentation to show how the conservationist structural engineer has applied his philosophy to a genuine project and to gauge his understanding of building performance/defects.	Capable
2	A very concise testimonial that claims knowledge and understanding of traditional construction, building materials (nature and performance), assessing structural issues and 'non-structural decay' and specifying repair techniques. This is based on studies in structural engineering and building conservation and work experience. No specific reference to the terms: condition surveys or defect diagnosis experience although the latter is implied.	Capable

3	The candidate explains in generic terms only he has what this competency requires. He fails to spell out in details what skills and knowledge he has and fails to demonstrate through examples how he applies these capabilities. Too brief and inadequate.	Aware
4	A structural engineer should be able to demonstrate competency with structures but two short paragraphs of assertions are not sufficient. Engineers seeking IHBC membership need to demonstrate an understanding of historic structures and their performance.	Unaware
<p>Summary: Mixed assessment although predominantly felt to be lacking in evidence and the ability to demonstrate understanding of conservation practice and philosophy. It was felt that as a structural engineer this particular competence ought to be an area in which the applicant shines. Similarly to other competences further evidence is required through the application of the competence in practice evidenced by case studies.</p>		Aware