



SPÓRT
ÉIREANN
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IRELAND
OUTDOORS

**OUTDOOR RECREATION
INFRASTRUCTURE
KNOWLEDGE AND
SKILLS (ORIKS)
FRAMEWORK OUTLINE**





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OUTDOOR RECREATION INFRASTRUCTURE KNOWLEDGE AND SKILLS (ORIKS) FRAMEWORK OUTLINE

This Framework has been developed to provide a comprehensive understanding of the activities, knowledge, and skills required to effectively plan, develop, and manage high-quality Outdoor Recreation Infrastructure in Ireland. It serves as a tool for practitioners across the sector to assess their competencies and identify potential gaps at individual, project, and organisational levels.

In addition, the Framework supports the mapping of existing training and educational courses, highlights areas where training gaps exist, and informs the development of new courses aligned with sector needs and priorities.

THEMES

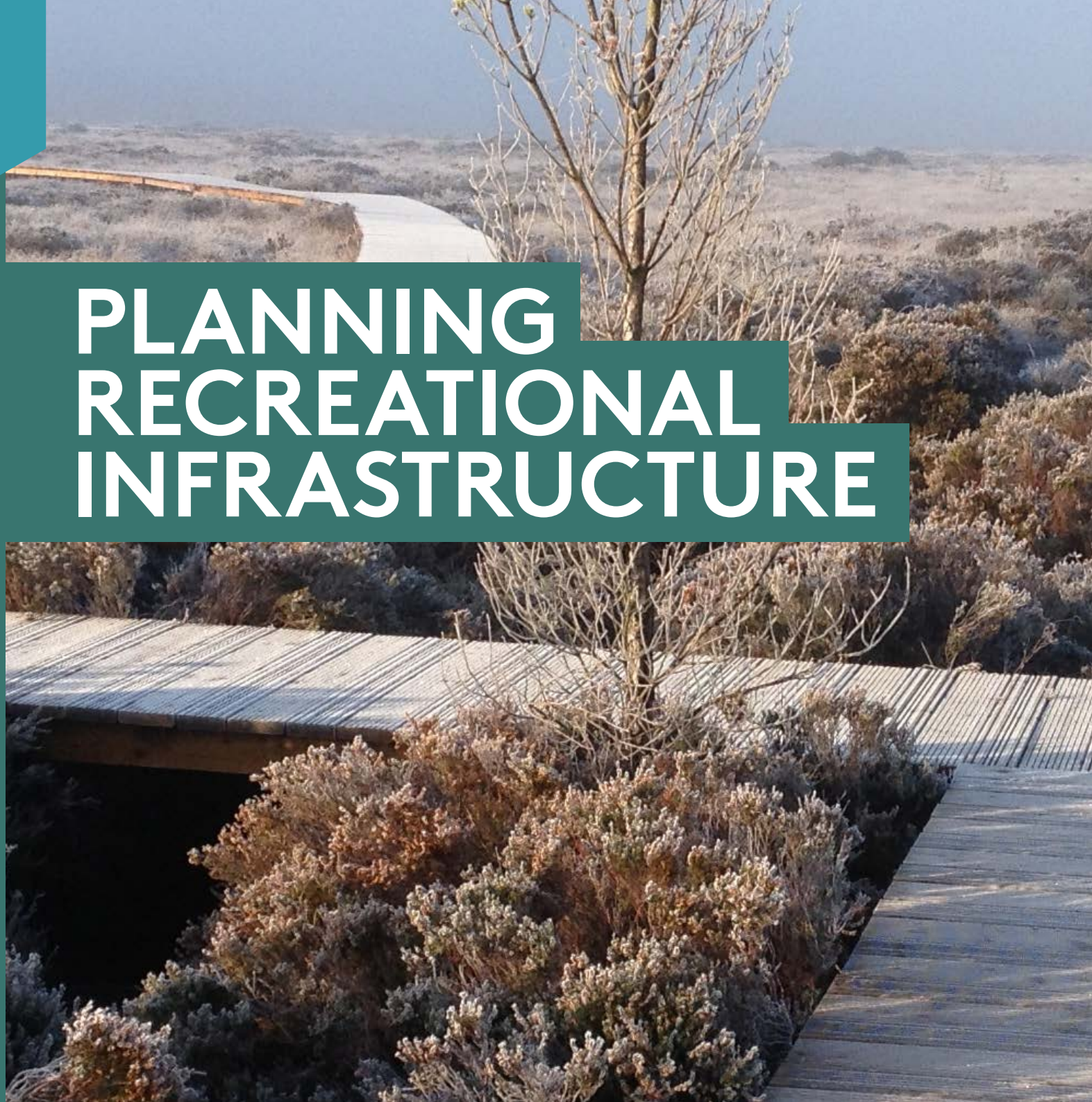
The summary 'beehive' diagram represents the range of Themes relevant to Outdoor Recreation Infrastructure and the associated activities for each of the 14 Themes are listed here in a series of tables. In the following section (8) the competency descriptions are provided for each of the 78 activities.

Click on one of the themes below to explore that section and the competencies required for each theme.

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PLANNING
RECREATIONAL
INFRASTRUCTURE

PLANNING RECREATIONAL INFRASTRUCTURE



PLANNING RECREATIONAL INFRASTRUCTURE

User Experience

Understanding the range of expected or desired recreation experiences across activities and user groups. Identifying appropriate solutions on the ground to provide an intended experience and matching the capacity of the ground to the prospective need.

Competency Levels		
Basic	Intermediate	Advanced
Contribute to determining features and construction elements that are appropriate to the site and intended use that meet required standards or best practice.	Determine features and construction elements that are appropriate to the site and intended use that meet required standards and align with project objectives. Demonstrate understanding and practice of the 'Least Restrictive Option'.	Deliver high quality proposals across a full range of locations. Provide guidance on site constraints and opportunities to project developers. Contribute to and share best practice guidance.

Evidence	
Basic / Intermediate	Advanced
Output of feasibility and design studies.	Outputs and outcomes of at least 5 feasibility and design studies. Leading / contributing to best practice events / materials.

PLANNING RECREATIONAL INFRASTRUCTURE

Structures (e.g. bridges)

Assess the requirement to build or install a structure and understand the required competency / qualification for different scales of development.

Competency Levels

Basic	Intermediate	Advanced
Contribute to the assessment of need and rationale for civil /structural engineering input to route development at an appropriate stage.	Lead the assessment of need and rationale for civil/structural engineering input to route development. Supply relevant information to assist final design and specification of structures.	Demonstrate ability to assess need and contribute to the design parameters for structures, including the appropriate solutions for given situations. Contribute to sharing best practice.

Evidence

Basic / Intermediate	Advanced
Survey assessment and report.	Survey assessments and reports for at least 5 structures.

PLANNING RECREATIONAL INFRASTRUCTURE

Way Finding

Matching the identified needs of the users with the location and style of trail to produce best practice way-finding options.

Competency Levels

Basic	Intermediate	Advanced
Demonstrate understanding of the principles of signage and way-finding. Assist with the development of way finding solutions on at least one trail.	Lead the development of way finding solutions for at least one trail and provide rationale for the decision-making process.	Provide way-finding solutions across a range of locations and activities. Contribute to sharing best practice.

Evidence

Basic / Intermediate	Advanced
Way finding plan and portfolio of delivered project(s).	Way finding plans for at least 5 different trails and at least 2 activities.

PLANNING RECREATIONAL INFRASTRUCTURE

Walk-over Survey

Interpreting the range of environmental factors, matched with the intended user experience and construction constraints to determine a practical and sustainable route.

Competency Levels

Basic	Intermediate	Advanced
Contribute to assessing options for a sustainable route corridor for at least one new route (or reassess an existing route), which can be utilised for concept design and project scoping.	Lead assessment of options for a sustainable route corridor for at least one new route (or reassess an existing route), which can be utilised for concept design and project scoping.	Consistently able to assess and select sustainable and viable routes across different environments and reasonable user expectations. Share and encourage best practice.

Evidence

Basic / Intermediate	Advanced
Outputs of at least one route assessment / feasibility study.	Outputs and outcomes of at least 5 studies across different situations. Portfolio of events, documentation, mentoring and support.

PLANNING RECREATIONAL INFRASTRUCTURE

Audit and Condition Survey

Recording the physical characteristics of the terrain and associated features to create a baseline survey of current condition and strategic assessment of management options.

Competency Levels

Basic	Intermediate	Advanced
Demonstrate ability to carry out a field survey to produce a valid record of condition that captures the physical characteristics according to the standard format and which uses agreed common terminology.	Demonstrate familiarity with all relevant standards and undertake survey on at least 3 different sites. Strategic assessment of management options including consideration of potential repair / construction elements as well as physical and cultural constraints.	Coordinate larger scale surveys and assimilate data and other information to provide reporting, analysis and recommendations. Inform planning and project development from single paths to wider path / access network.

Evidence

Basic / Intermediate	Advanced
Condition survey report(s) to agreed standards (e.g. UPAG) and strategic management assessment.	Condition survey reports and integrated analysis of datasets.

PLANNING RECREATIONAL INFRASTRUCTURE

Specification and Design Survey

Carrying out site survey and production of drawings and reports to enable assessment of proposed construction and quantification of work requirements.

Competency Levels

Basic	Intermediate	Advanced
Undertake field survey and prepare visual and text depiction of a proposed construction capable of being evaluated.	Assist in the preparation of specification drawings and descriptions suitable for interpretation by a competent construction team.	Prepare specification drawings and reports suitable for interpretation by a competent construction team across a range of situations. Share good practice.

Evidence

Basic / Intermediate	Advanced
Portfolio and Peer review of designs at each level from at least 3 projects.	Portfolio and peer review from construction team and senior client officers for at least 5 projects across different locations. Portfolio of knowledge and skills sharing.

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MONITORING
AND
MAINTENANCE

MONITORING AND MAINTENANCE



MONITORING AND MAINTENANCE

Monitoring and Reporting Condition

Ongoing monitoring of trail and infrastructure condition to ensure that trails remain safe and fit for purpose. Understanding how to respond to monitoring reports.

Competency Levels		
Basic	Intermediate	Advanced
Demonstrate ability to undertake visual inspection of path surfaces and drainage, report trail condition and devise repair tasks.	Demonstrate ability to undertake visual inspections of trail infrastructure, report its condition and (for non-structural items) devise maintenance and repair tasks.	Demonstrate ability to undertake visual inspections of minor structures (e.g. retaining walls, short-span bridges) and detailed inspections of non-structural infrastructure. Devise maintenance and repair programmes, including cost estimates.

Evidence	
Basic / Intermediate	Advanced
Copies of inspection reports and repair programmes.	Copies of inspection reports and maintenance/repair programmes.

MONITORING AND MAINTENANCE

Routine Maintenance

Routine practical tasks that are necessary to keep trails functioning.

Competency Levels		
Basic	Intermediate	Advanced
Assist with a range of tasks to keep drainage features working, surfaces in reasonable condition and manage vegetation.	Lead tasks to keep drainage features working, surfaces in reasonable condition and manage vegetation. Safe use of power tools (e.g. strimmers) to undertake tasks.	Solve ongoing maintenance issues (e.g. minor adjustments to drainage) and supervise maintenance sessions with employees, contractors and/or volunteers.

Evidence	
Basic / Intermediate	Advanced
Maintenance logs (short description of the tasks undertaken, possibly as a checklist).	Maintenance logs and images of adaptations

MONITORING AND MAINTENANCE

Repairs

Practical repair of damaged or worn infrastructure. Demonstrate understanding of how original items were made, their function, site constraints and ideally an ability to work out any design or construction weaknesses.

Competency Levels

Basic	Intermediate	Advanced
Small scale repair or replacement of infrastructure under supervision.	Lead repair and replacement of infrastructure features in a range of situations.	Problem solving ability to repair and replace infrastructure and deal with any root causes of damage/life-shortening wear to prevent premature failure.

Evidence

Basic / Intermediate	Advanced
Before and after images of repair projects.	Before and after images of repair projects and reports on modifications made/ recommended.

MONITORING AND MAINTENANCE

Work Party Leadership

Able to motivate and supervise volunteers through prior planning of tasks and matching the available skills to the requirements of the trail.

Competency Levels

Basic	Intermediate	Advanced
Supervision of one or more volunteers during maintenance and/or repair tasks.	Preparation of tasks and work party planning, including the health and safety aspects of work party leadership (e.g. tools talks).	Demonstrate ability to assess and select appropriate tasks for work parties and prepare a schedule of sessions. Supervision and training of volunteers and [potentially] recruitment and volunteer management.

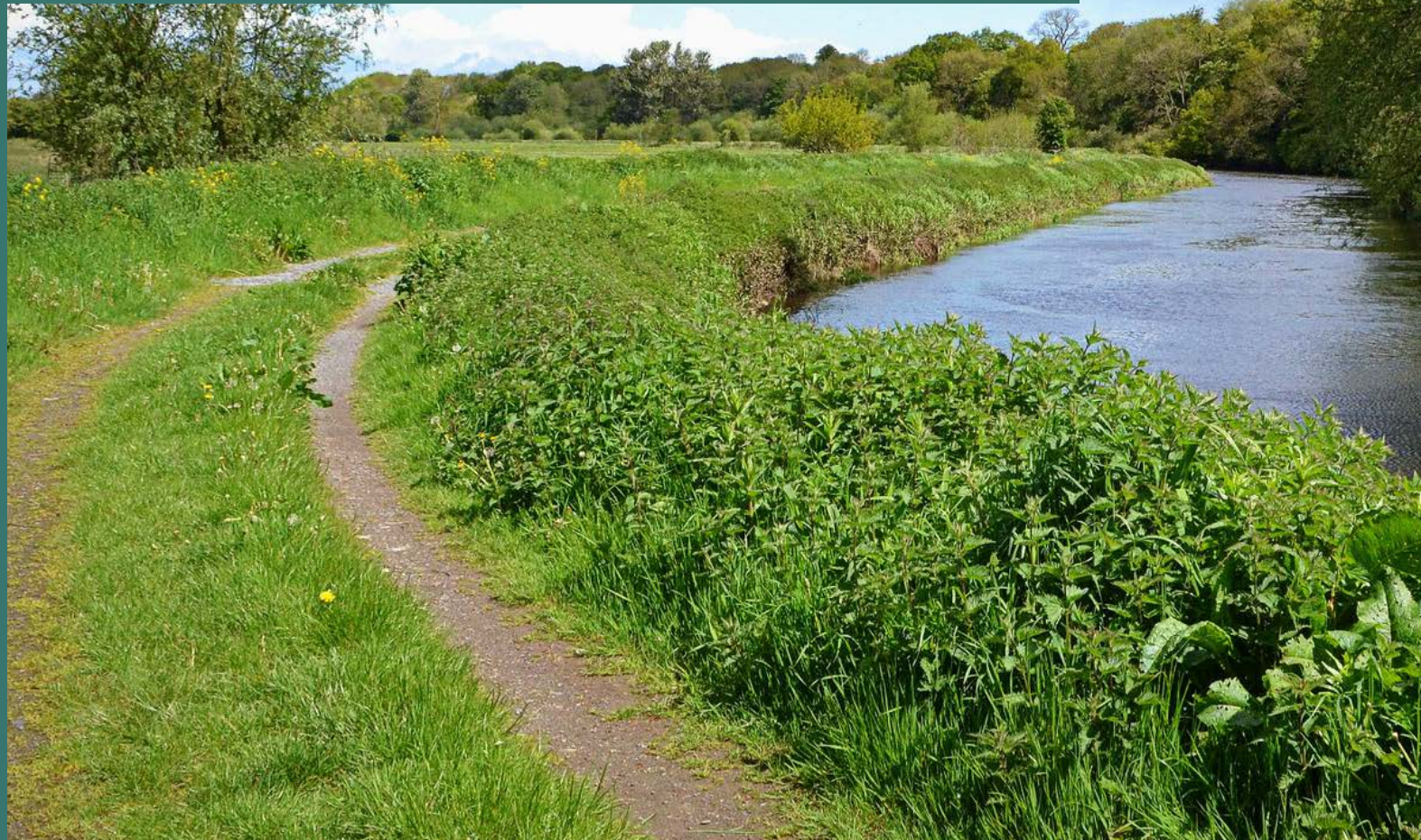
Evidence

Basic / Intermediate	Advanced
Logs of work party sessions and feedback from participants.	Logs of work party sessions and feedback from participants.

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**PATH
CONSTRUCTION**

PATH CONSTRUCTION



PATH CONSTRUCTION

General Principles

Understanding of core techniques in path construction and their appropriate use

Competency Levels		
Basic	Intermediate	Advanced
Demonstrate understanding of concepts for keeping water off paths and removing water; providing an appropriate alignment and surface. Demonstrate understanding of fitting techniques to the location, context and intended users.	Demonstrate ability to interpret specifications and drawings appropriate to the project. Demonstrate understanding of the needs of different user groups/activities.	Adapt designs in discussion with Path Designer to meet the needs of each site and intended users/activities - small scale modification if necessary rather than full redesign.

Evidence	
Basic / Intermediate	Advanced
Completed 'tests'. Online/paper based or video exercises.	Examples of design adaptations and demonstration of understanding needs (e.g. by completing scenario exercises).

PATH CONSTRUCTION

Drainage Features

Demonstrate ability to construct each of the core drainage features: Stone water bar, Stone cross drain, box drain (wooden or metal), culvert (with head wall), grade reversal, side ditch, exit ditch

Competency Levels

Basic	Intermediate	Advanced
Assist building at least one of each type of feature (core set) to agreed quality standard.	Lead building at least three of each feature (core set) to agreed quality standard.	Lead building at least 10 of each feature to specification; demonstrate ability to adapt design to suit ground conditions.

Evidence

Basic / Intermediate	Advanced
Images of each feature.	Images of features and descriptions of field-fitting of features (adapting design).

PATH CONSTRUCTION

Path Base

Demonstrate ability to construct a path base using appropriate materials and geotextiles as required

Competency Levels

Basic	Intermediate	Advanced
Assist with preparation of path base on one project (tray preparation, separation, fill sub-base).	Prepare path base on at least 5 projects (in different settings to include forestry, open ground, hill). Minimum 200m total construction.	Prepare path base on at least 10 projects across a full range of situations. Micro-fit alignment to suit conditions. Construct to required specification limits. Ensure selection of appropriate materials (e.g. as dug from site, appropriate imported stone).

Evidence

Basic / Intermediate	Advanced
Image of each site.	Images of each site and descriptions to demonstrate selection of materials and field-fitting.

PATH CONSTRUCTION

Aggregate Techniques

Surfacing of prepared path base using appropriate aggregate materials

Competency Levels

Basic	Intermediate	Advanced
Assist with surfacing of prepared base using appropriate materials, camber and compaction where relevant.	Lead work on surfacing sections of prepared base to defined specifications on at least 5 projects in different settings. Minimum 200m construction and demonstrate ability to meet specification requirements.	Lead work on surfacing sections of prepared base to defined specifications on at least 10 projects. Minimum 500m construction. Check specification and adapt to site conditions if required.

Evidence

Basic / Intermediate	Advanced
Image of each site.	Images of sites and summarise any issues encountered and modifications required.

PATH CONSTRUCTION

Stone Pitching

Construction of paths on steep slopes using appropriate boulders (either from locally won material or imported)

Competency Levels

Basic	Intermediate	Advanced
Select appropriate stone and construct a flight of pitching that fits with the landscape and provides a comfortable walking surface.	Demonstrate ability to identify sources of stone appropriate for use on the path. Safe use of tools including winches. Repair/adapt existing pitching to improve the comfort of the walking surface.	Adapt pitching style to local conditions and stone availability to produce a natural appearance and comfortable walking surface that keeps people on the intended line.

Evidence

Basic / Intermediate	Advanced
Images of pitched sections of path (minimum 10m in total).	Examples (e.g images or video) of at least 10 sites using locally won stone and imported materials. There should be no signs of significant trampling on the edges.

PATH CONSTRUCTION

Steps (timber/concrete)

Construction of regular flights of steps using man-made materials

Competency Levels

Basic	Intermediate	Advanced
Assist with the construction of regular spaced steps to specification, on a slope using timber and/or concrete. Includes the use of handrail if required.	Lead construction of regular steps to specification with handrail(s) as necessary.	Lead and supervise construction of timber and concrete flights of steps with handrail(s) in different settings. Minor adaptations to design to fit with site conditions.

Evidence

Basic / Intermediate	Advanced
Images of steps built (minimum 3 flights) and specifications used.	Examples of completed work (minimum 5 sites, at least 2 different sites / contexts) and original specifications.

PATH CONSTRUCTION

Revetment

Demonstrate ability to safely construct features on cross slopes to make space for a path surface - often known as benched paths

Competency Levels

Basic	Intermediate	Advanced
Assist with the construction of revetments (below the path) and retaining walls (above the path) up to 1m high.	Lead the construction of revetments (below the path) and retaining walls (above the path) up to 1m high.	Lead and/or supervised the construction of revetments (below the path) and retaining walls (above the path) more than 1m high. Understand structural requirements of benched paths. Adapted the designs according to ground conditions (with input from structural engineer as necessary).

Evidence

Basic / Intermediate	Advanced
Images and specification drawing(s) of work completed. Minimum 10m length of each structure type.	Images and specification drawing(s) of work completed. Minimum 20m length of each structure type.

PATH CONSTRUCTION

Structures

Construction of small structures to cross watercourses or wet ground

Competency Levels

Basic	Intermediate	Advanced
Assist with the construction of one boardwalk (or bog bridge).	Assist with the construction of a short-span bridge (i.e. less than 6m) or longer span bridge.	Lead the construction of a boardwalk/bog bridge and a short-span bridge - with input from structural engineer if necessary.

Evidence

Basic / Intermediate	Advanced
Images and specification drawings from the site.	Images and specification drawings from the site(s).

PATH CONSTRUCTION

Bound Surfaces

Appropriate use of binding compounds to provide for specific needs (e.g. cycling) or conditions (e.g. porous)

Competency Levels

Basic	Intermediate	Advanced
Assist with installation of surfaces using specialist binding compounds (e.g. bitumen or resin).	Lead or supervise installation of surfaces using specialist binding compounds (e.g. bitumen or resin).	Supervise installation of surfaces using specialist binding compounds (e.g. bitumen or resin) and demonstrate understanding of the benefits and limitations of different surfaces (e.g. bitmac being a potential barrier for horse riding).

Evidence

Basic / Intermediate	Advanced
Images from sites developed (1 site for Basic, 3 sites for Intermediate).	Images from at least 5 sites. Demonstration of knowledge.

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**VISITOR
SAFETY**

VISITOR SAFETY



VISITOR SAFETY

Approach and Principles

Identifying and promoting ways to manage visitor safety that sustain the significance and value to society of our landscapes, coast and countryside whilst seeking to achieve acceptable levels of safety using risk controls.

Competency Levels

Basic	Intermediate	Advanced
Demonstrate an awareness of the Visitor Safety principles and their core legal basis. For at least one type of activity communicate appropriate visitor safety messaging in a way that is reasonable, timely and effective.	Understand and explain the Visitor Safety principles and approach to a range of visitor safety scenarios. Apply best practice Visitor Safety principles in the design of new, and the maintenance / refurbishment of existing recreational infrastructure.	Contribute to knowledge sharing of these principles within an organisation. Contribute to the review and refinement of the principles.

Evidence

Basic / Intermediate	Advanced
Portfolio of learning. Peer reference.	Accreditation. Peer references. Published material.

VISITOR SAFETY

Assessing Risks for Visitors

Taking account of site management objectives, allow visitors a proportionate sense of freedom and adventure. Helping visitors to manage their expectations and ensuring that reasonable steps are taken to control hazards and risks.

Competency Levels

Basic	Intermediate	Advanced
Understand the 5 step risk assessment methodology. Interpret a risk assessment for at least one type of activity to understand the basis for the risk controls. Identify a range of natural and built hazards.	Complete visitor risk assessment and develop appropriate risk controls for more than one type of activity or location. Understand and apply the Risk control hierarchy to a range of natural and built hazards. Contribute to peer to peer review of a risk assessment.	Develop and refine visitor risk assessments and contribute to a review of methodology. Able to participate in peer review of risk controls across a range of sites. Able to contribute as an expert witness.

Evidence

Basic / Intermediate	Advanced
Line manager authentication of learning portfolio. Peer reference. Accreditation. Published material.	Peer reference. Accreditation. Published material.

VISITOR SAFETY

Appropriate Signage

Providing clear, well-designed information located sympathetically at strategic locations to help to raise and maintain awareness of hazards as well as encouraging self-responsibility.

Competency Levels

Basic	Intermediate	Advanced
Understand the principles of effective visitor signage including regulatory standards. For at least one activity, interpret the on-site visitor journey and use best practice guidance to translate risk controls into appropriate messaging for visitors (e.g. Leave no Trace Principles, Slippery surface, etc.)	Interpret the full visitor journey for multiple visitor needs and use best practice guidance to translate risk controls into appropriate messaging.	Source and apply best practice behaviour change to design visitor safety messaging across a range of formats and user needs. Contribute to peer to peer learning.

Evidence

Basic / Intermediate	Advanced
Learning portfolio. Peer review.	Learning Portfolio. Published material.

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PROJECT
MANAGEMENT

PROJECT MANAGEMENT



PROJECT MANAGEMENT

Developing Project Plans

Setting out the stages of project development - from setting objectives, gathering the required baseline data, project design, planning, dealing with statutory requirements, procurement to delivery timetables.

Competency Levels

Basic	Intermediate	Advanced
Understand the different stages of a project plan, likely timelines for stages together with sequencing patterns.	Develop a project plan for projects limited in terms of scale and complexity.	Develop project plans for projects that are significant in terms of scale and complexity.

Evidence

Basic / Intermediate	Advanced
Have developed project plan(s) for project(s) limited in terms of scale and complexity.	Have developed project plans for project for several projects that are significant in terms of scale and complexity.

PROJECT MANAGEMENT

Project Management Tools and Approaches

Use and adapt project management tools to ensure that projects run on time and to budget.

Competency Levels		
Basic	Intermediate	Advanced
Understand and implement the processes associated with project management and stages of project implementation using simple tools, such as spreadsheets, to keep track of progress.	Create and update tables, charts and databases to track progress and effectively monitor inputs, outputs and outcomes.	Demonstrate the ability to use a variety of appropriate tools (tables, charts, databases etc) to keep complex projects on track and within the expected limits.

Evidence	
Basic / Intermediate	Advanced
Examples of spreadsheets etc used / created.	Examples of projects run effectively and to budget (or with commentary where issues arose).

PROJECT MANAGEMENT

Budgets

Preparation and management of budgets and cash flow statements for projects.

Competency Levels		
Basic	Intermediate	Advanced
Understand the principles of budgeting and cash flow preparation and able to read a budget and cash flow statement.	Prepare budget and cash flow statement for projects limited in terms of scale and complexity and use these tools to manage the project finances.	Prepare budget and cash flow statement for projects significant in terms of scale and complexity and use these tools to manage the project finances.

Evidence	
Basic / Intermediate	Advanced
Ability to prepare budget and cash flow statement for projects limited in terms of scale and complexity and have used these tools to manage the project finances.	Have prepared budget and cash flow statement for several projects significant in terms of scale and complexity and used these tools to manage the project finances.

PROJECT MANAGEMENT

Writing and Evaluating Tenders

Develop clear, comprehensive tender documents that accurately define the scope of work required. Establish a transparent and objective process for evaluating submissions. This ensures fair selection and value for money in procurement.

Competency Levels

Basic	Intermediate	Advanced
Understand the fundamental principles of tendering and contribute to the preparation of tender documents and evaluation processes under supervision.	Able to prepare clear and accurate tender documents, define appropriate evaluation criteria, and participate in the assessment and selection of contractors in line with procurement guidelines.	Lead the development of complex tender documents, designs and implements transparent evaluation frameworks, and ensures full compliance with legal, regulatory, and organisational procurement standards.

Evidence

Basic / Intermediate	Advanced
Has supported the preparation of tender documents under supervision. Contributed to drafting specific sections such as scope or timelines. Participated in tender assessments and contributed to scoring and decision-making. Demonstrates understanding of procurement guidelines and value-for-money principles.	Has led the development and management of complex tender processes, including drafting full documentation and overseeing evaluations. Designed and implemented compliant, transparent procurement frameworks. Ensures alignment with legal, regulatory, and organisational procurement standards across multiple projects.

PROJECT MANAGEMENT

Site Supervision

Managing activity on the ground to ensure that the work is being carried out in a safe manner, to the standard and timelines that has been specified for the project and within the financial budget.

Competency Levels

Basic	Intermediate	Advanced
Understand work measurement, evaluation and recording techniques on site and progress reporting tools.	Act as site supervisor for one or more projects limited in terms of project value and complexity.	Act as site supervisor for several projects significant in terms of project value and complexity.

Evidence

Basic / Intermediate	Advanced
Portfolio of projects supervised.	Portfolio of projects supervised and share good practice with colleagues.

PROJECT MANAGEMENT

Contractor Management

Understanding contract law, administration and practice relevant to the sector and getting the best out of contractors.

Competency Levels

Basic	Intermediate	Advanced
Understand the principles of contract law, contract administration and managing a contractual relationship.	Administer and manage contracts for works or services of limited range in terms of value and complexity.	Administer and manage contracts for works or services with a diverse range in terms of value and complexity.

Evidence

Basic / Intermediate	Advanced
Training completed. Small number of contracts managed and administered with limited value and complexity.	Advanced training completed. Experience of managing and administering numerous contracts with a diverse range in terms of value and complexity.

PROJECT MANAGEMENT

Volunteer Management

Understanding the requirements around recruiting and training volunteers, how they can contribute to the project and be supervised and motivated.

Competency Levels		
Basic	Intermediate	Advanced
Understand the role of volunteers in projects.	Demonstrate experience of successfully recruiting, training and supervising volunteers on a project.	Demonstrate experience of successfully recruiting, training and supervising volunteers on a number of projects of diverse scale and complexity. Demonstrate understanding of opportunities and limitations of volunteer input.

Evidence	
Basic / Intermediate	Advanced
Project portfolio with details of Volunteer input.	A range of successful volunteer project reports and feedback from volunteers. Supporting volunteer development and colleagues who are working with volunteers.

PROJECT MANAGEMENT

Funding

Ability to source, apply for, drawdown and repay as required grant, match and bridge funding from public and private funders.

Competency Levels

Basic	Intermediate	Advanced
Understand the concepts and sources of grant, match and bridge funding including the conditionality surrounding each source.	Source, successfully apply for and draw down grant/match/bridge finance for one or more projects.	Source, successfully applied for and draw down grant/match/bridge finance for several projects of diverse scale and complexity.

Evidence

Basic / Intermediate	Advanced
Project portfolio with detail of funding sources.	Project portfolio with detail of funding sources.

PROJECT MANAGEMENT

Evaluation

Learning and sharing your successes and challenges with peers within the sector and beyond to do things better.

Competency Levels

Basic	Intermediate	Advanced
Understand the value of project evaluation together with the techniques involved.	Participate in project evaluation for project(s) within your remit.	Participate in project evaluation for project(s) outside your remit as an expert.

Evidence

Basic / Intermediate	Advanced
Demonstrate an understanding of the value of project evaluation through including appropriate arrangements for it, and participating in those arrangements in projects within your remit.	Participated in several project evaluation for project(s) outside your remit as an expert.

PROJECT MANAGEMENT

Geographical Information Systems

Using GIS to map, record and present different geospatial aspects of Outdoor Recreation Infrastructure.

Competency Levels

Basic	Intermediate	Advanced
Use at least one common GIS platform to view existing data. Perform some manipulations to create simple mapping outputs suitable for concept stages of infrastructure development.	Plan and collect primary Geospatial information. Enter, manipulate, analyse and present GIS data.	Design GIS data acquisition protocols and tools. Manage and analyse GIS datasets including 3D representation of terrain. Contribute to validation and moderation of good practice.

Evidence

Basic / Intermediate	Advanced
Learning and work Portfolio. Accreditation.	Accredited GIS qualifications. Learning and work Portfolio.

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**RISKS AND
HAZARDS**

RISKS AND HAZARDS



RISKS AND HAZARDS

Hazard Identification

Working safely by understanding the types of hazards likely to be encountered when building or managing trails / outdoor recreation infrastructure.

Competency Levels

Basic	Intermediate	Advanced
Understand and take account of types of hazards associated with manual work - those in the natural environment and those associated with working in it. Respond to guidance and instruction on safe working including appropriate use of equipment and PPE.	Understand the potential hazards to the workforce and work site hazards (including public access through a work site). Provide clear guidance and instruction of any work site hazards and mitigation of risks.	Understand the potential hazards to the workforce and work site hazards (including public access through a work site) and able to devise appropriate mitigations to reduce risks. Provide leadership and guidance on best practice to colleagues and across the industry.

Evidence

Basic / Intermediate	Advanced
Attendance at a safe working session(s); pass a test demonstrating knowledge of key principles of identifying hazards and working safely.	Demonstrate knowledge of hazard identification and working safely across different construction sites; sharing best practice with colleagues.

RISKS AND HAZARDS

Risk Assessments

Ensuring that projects minimise risk to the workforce and public by writing and following appropriate risk assessments.

Competency Levels		
Basic	Intermediate	Advanced
Understand a risk assessment and work safely within the identified risks. Able to give a 'toolbox talk' / site induction to new colleagues or volunteers.	Ensure that the workforce (including volunteers) understand the risk assessments and work safely. Experienced in working across different types of site with a range of hazards and risk mitigations.	Write risk assessments for a range of work sites and present them to workforce / client to keep personnel and the public safe. Provide guidance and training to colleagues.

Evidence	
Basic / Intermediate	Advanced
Attendance at risk assessment and risk management session(s).	Examples of site risk assessments compliant with Health and Safety legislation and sharing best practice with colleagues.

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REGULATIONS

REGULATIONS



REGULATIONS

Planning System

Understand the Planning regulatory system as it relates to the successful delivery of recreational infrastructure projects.

Competency Levels

Basic	Intermediate	Advanced
Demonstrate understanding of the basic provisions of the planning control system as it relates to obtaining permission for recreational infrastructure projects.	Guide one or more projects successfully through the planning system.	Guide at least 3 projects successfully through the planning system and share best practice on navigating the planning system to colleagues.

Evidence

Basic / Intermediate	Advanced
Portfolio of projects, limited in terms of value and complexity, with detail of engagement with the planning system.	Portfolio of projects, significant in terms of value and complexity, with detail of engagement with the planning system.

REGULATIONS

Health and Safety at Work

Comply with the legal duties required by the Safety Health and Welfare at Work Regulations and other relevant legislation.

Competency Levels

Basic	Intermediate	Advanced
Undertake risk assessments in advance of work taking place, to keep the workforce and public safe. Aware of the Safety, Health and Welfare at Work (Construction) Regulations 2013 and the implications for trail management.	Ensure that duty holders under the Safety, Health and Welfare at Work (Construction) Regulations 2013 comply with their respective legal duties through safe working and appropriate record keeping.	Fulfil the relevant duty holder role(s) in line with the 2013 Construction regulations - Client, Designer, Supervisor or Contractor. Ensure that other duty holders are aware of their duties and can advise, train or mentor team members / colleagues in H&S matters.

Evidence

Basic / Intermediate	Advanced
Examples of completed risk assessments provided plus any associated documentation.	Letter of engagement as duty holder (if relevant), examples of documentation from delivered projects.

REGULATIONS

Habitats Regulations

Understand the constraints of national and international designations and takes account of them in the process of planning and developing a trail / outdoor recreation infrastructure.

Competency Levels

Basic	Intermediate	Advanced
Identify the location and extent of designated sites that are relevant to any proposed work. Understand the constraints of designated sites and able to avoid impacts on their designated features during planned work.	Understand the screening and appropriate assessment process and is able to apply for consent to undertake small-scale works within designated sites.	Contribute information to the screening and appropriate assessment processes and works with competent authorities to avoid and mitigate potential impacts on the designated features of protected sites. Help colleagues to comply with Regulations.

Evidence

Basic / Intermediate	Advanced
Maps of work locations with designated sites / features marked. Outputs of consent applications.	Outputs of screening / appropriate exercises - with contributions clearly identified.

REGULATIONS

Water Framework Directive

Ensure that any planned work on a trail will not have a negative impact on water quality or the water environment (e.g. river banks).

Competency Levels

Basic	Intermediate	Advanced
Understand the relevance of the Water Framework Directive and how trails have the potential to impact on the water environment/quality	Understand and able to provide information to relevant authorities to ensure compliance with the Water Framework Directive.	Take account of the requirements of the Water Framework Directive and avoid /mitigate potential impacts during work and operation of trails (e.g. bridges, culverts etc).

Evidence

Basic / Intermediate	Advanced
Knowledge quiz and (intermediate) information provided to demonstrate compliance.	Method statements showing that WFD considerations were taken into account.

REGULATIONS

Irish language Act and Implications

Aware of Irish Language Act and it's implications for interpretation, signage and placenames.

Competency Levels

Basic	Intermediate	Advanced
Aware of the act and its implications, such as the fact it is first language in the Republic.	Incorporate the implications of the act into basic interpretative signs and placenames. Ensure that translation services are costed and included in budgets. Work with the Plean Teanga Officer in relevant counties or utilise expertise in County Councils.	Manage the implications of the act in any project.

Evidence

Basic / Intermediate	Advanced
Can explain the core requirements of the Irish Language Act relating to public-facing communication.	Examples of maps, interpretive panels, or digital guides that complies with relevant standards and demonstrates good layout, readability, and cultural sensitivity in both languages.

REGULATIONS

Occupiers Liability

Understanding the context and application of Irish Laws which govern an occupier's duty of care under the Occupiers' Liability Act 1995 (including the new provisions made via Courts and Civil Law (Miscellaneous Provisions) Act 2023).

Competency Levels

Basic	Intermediate	Advanced
Demonstrate a general awareness of the scope of the legislation as it applies to the Duty of Care owed by Occupier/s to different classes of entrant, Visitor, Recreational User and Trespasser. Understand the reckless test and the statutory recognition.	Demonstrate understanding of the connection between Duty of Care and other areas of the law. Interpret legal guidance to develop appropriate messaging for end users.	Capable of providing sound guidance and opinion on the legislation and relevant case law. Provide support an advocacy to colleagues.

Evidence

Basic / Intermediate	Advanced
Peer reviewed portfolio of casework.	Professional accreditation, Portfolio of casework and support to colleagues.

REGULATIONS

Disability and Equality Legislation

Ensuring compliance with Disability and Equality legislation and translating the policies & practice of the Irish Disability Authority to the delivery of outdoor recreation infrastructure.

Competency Levels		
Basic	Intermediate	Advanced
Demonstrate awareness of the concept of Least Restrictive Option. Understand the constraint and opportunity choices made during the planning and design of recreation infrastructure that relate to accessibility.	Demonstrate understanding of the rationale behind design choices and enable their transfer on the ground. Audit and evaluate existing infrastructure. Contribute to planning and design of new infrastructure. Source and make reference to national guidance in projects.	Translate the relevant standards to designs and ensure they are implemented. Contribute to sharing best practice.

Evidence	
Basic / Intermediate	Advanced
Portfolio.	Portfolio.

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RECREATIONAL
USERS

RECREATIONAL USERS



RECREATIONAL USERS

Accessibility

Recognise and make reasonable adjustments to a trail to ensure that it is appropriately accessible to the intended users and complies with the Disability Act 2005.

Competency Levels		
Basic	Intermediate	Advanced
Demonstrate understanding of how mobility impairments (physical or sensory) affect how people use trails.	Interpret the requirements of the Disability Act 2005 with respect to accessibility of trails (the physical trail and information).	Demonstrate ability to mitigate barriers to access (through appropriate design and reasonable adjustments) and improve the accessibility of trail infrastructure and information about the trail.

Evidence	
Basic / Intermediate	Advanced
Provide examples of where adjustments have been recommended.	Examples of mitigations recommended.

RECREATIONAL USERS

Walking

Recognise and accommodate different needs of walkers according to location, terrain and likely experience of walking.

Competency Levels		
Basic	Intermediate	Advanced
Recognise that different walkers may have specific needs and how they can be accommodated within the management of a trail (e.g. steep slopes, uneven ground, personal safety concerns).	Devise appropriate modifications or interventions to accommodate specific needs of walkers (e.g. inexperienced, lack of navigation skills) and understand when or where these may or may not be reasonable adjustments.	Work with different user activity types to accommodate their needs and minimise the potential for conflict (and able to advocate when multi-use of a trail is appropriate or not).

Evidence	
Basic / Intermediate	Advanced
Examples of walking trail types that are suited to walkers - and the accommodations made for different needs.	Examples of working with different user groups.

RECREATIONAL USERS

Cycling

Understanding and accommodating the needs of cyclists across different disciplines and skill levels.

Competency Levels		
Basic	Intermediate	Advanced
Recognise the skill levels required to ride trails and understand different activity types and their respective trail characteristics (e.g. downhill, cross-country, gravel biking, active travel).	Manage trail(s) according to agreed skill levels and be able to communicate with trail users to inform their expectations.	Work with different user activity types to accommodate their needs and minimise the potential for conflict (and able to advocate when multi-use of a trail is appropriate or not).

Evidence	
Basic / Intermediate	Advanced
Examples of trail types.	Examples of working with different user groups.

RECREATIONAL USERS

Equestrian

Understanding and accommodating the requirements of horses and equestrian activities and recognising the constraints and opportunities of horse riding trails.

Competency Levels

Basic	Intermediate	Advanced
Demonstrate understanding of different equestrian activities and trail requirements (including auxiliary infrastructure such as paddocks and parking).	Develop and manage trail(s) suited to specific equestrian use or adapt existing multi-use trails to accommodate horses (where permitted).	Able to work with different user activity types to accommodate their needs and minimise the potential for conflict (and able to advocate when multi-use of a trail is appropriate or not).

Evidence

Basic / Intermediate	Advanced
Examples of horse trails.	Examples of working with different user groups.

RECREATIONAL USERS

Paddling

Consideration of the range of water environments, features and characteristics of a paddlesport trail.

Competency Levels		
Basic	Intermediate	Advanced
Demonstrate understanding of the key characteristics of paddlesport trails for slow-moving water and sheltered sites for day use only. Including access, egress and simple trail features for wayfinding and safety.	Demonstrate understanding of characteristics and needs for paddlesport use for all but the most complex of sites. For single and multi-day journeys and competition up to national level. Identify and prescribe appropriate infrastructure solutions and Interventions.	Collaborate with specialists to provide advice and guidance for all types of paddlesport infrastructure provision. Including long distance journeying and all types of competition. Provide mentoring, scrutiny and supervision of paddlesport infrastructure projects. Share best practice guidance.

Evidence	
Basic / Intermediate	Advanced
Learning portfolio, peer reference, relevant accreditation e.g Level 1 kayak or canoe coach award.	Learning Portfolio, peer reference, relevant accreditation, published material.

RECREATIONAL USERS

Swimming

Providing and managing facilities for wild swimming trails (incl. snorkelling) and understanding any additional safety measures for this activity.

Competency Levels		
Basic	Intermediate	Advanced
Demonstrate understanding of the key characteristics of swimming and snorkelling trails for slow-moving water and sheltered sites for day use only. Including access, egress and simple trail features for wayfinding and safety. Recognise the limitations to of such trails in terms of water quality, tidal influence, user ability, and the need for clear risk communication and emergency access planning.	Develop and manage wild swimming trail(s) and provide appropriate facilities to ensure safe and high-quality experience. Identify and prescribe appropriate infrastructure solutions. Interpret social and environmental factors such as user conflicts, water quality, biodiversity sensitivity, and community perceptions, and incorporate these into trail planning, design, and ongoing management.	Collaborate with specialists to provide advice and guidance for all types of wild swimming /snorkelling infrastructure provision. Including long distance journeying and all types of competition. Provide mentoring, scrutiny and supervision of infrastructure projects. Share best practice guidance.

Evidence	
Basic / Intermediate	Advanced
Learning portfolio, peer reference, relevant accreditation.	Learning Portfolio, Peer reference, published material.

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INTERPRETATION
AND PROMOTION

INTERPRETATION AND PROMOTION



INTERPRETATION AND PROMOTION

Interpretive Planning

Providing appropriate stories, information and guidance to enhance the user experience at all stages of their visit.

Competency Levels

Basic	Intermediate	Advanced
Demonstrate understanding of the key principles of visitor interpretation and recognise their application and limitations in the outdoors. Assess the opportunity for interpretation and scope the resource need for small non-complex sites.	Collaborate on the preparation of an overall site interpretative theme or strategy. Plan and create interpretative content for different activities and across a range of sites. Demonstrate understanding and application of best practice approaches to interpret.	Lead in the preparation of an interpretative strategy for recreational sites. Provide scrutiny and project mentoring. Produces interpretive plans that meet the needs of Failte Ireland standards. Help colleagues to understand and implement interpretive plans.

Evidence

Basic / Intermediate	Advanced
Example of interpretive plan used in at least one project. Learning and work portfolio. Accreditation.	Learning and work portfolio. Led at least one regionally significant project. Example of at least one interpretive plan written.

INTERPRETATION AND PROMOTION

Delivering Interpretation

Implementing interpretive plans and development of content to tangible outputs including printed materials, on-site materials, exhibits, electronic media and face-to-face opportunities (e.g. storytelling).

Competency Levels

Basic	Intermediate	Advanced
Demonstrate understanding of the process chain from interpretative planning to delivery. Contribute to the delivery of at least one interpretation project.	Oversee the design and production of best practice interpretation for at least 2 sites. Demonstrate understanding of best practice for the integration of different interpretation solutions for outdoor recreation projects.	Lead on the delivery of multi-media interpretation (e.g. Audio visual, sculptures, performance or printed media), on sites of regional significance. Contribute to sharing best practice.

Evidence

Basic / Intermediate	Advanced
Learning and work Portfolio. Accreditation.	Learning and work portfolio. Led at least one regionally significant project. Accreditation.

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**STAKEHOLDER
ENGAGEMENT**

STAKEHOLDER ENGAGEMENT



STAKEHOLDER ENGAGEMENT

Engagement Processes

Involving relevant stakeholders at appropriate stages of trail / outdoor recreation infrastructure development and management.

Competency Levels

Basic	Intermediate	Advanced
Understand the value and process of engaging with stakeholders, including the timing, type of engagement and decision-making opportunities and constraints. Assist in at least one engagement process.	Manage engagement process and ensures that the needs of different stakeholders are included in considerations.	Devise an engagement process accounting for the differing needs of stakeholders and respective relationships. Share experiences with colleagues and others across the industry.

Evidence

Basic / Intermediate	Advanced
Stakeholder engagement record for at least one project including a summary of outcomes and influences on decision-making.	Examples of at least 3 stakeholder engagement processes, including presentation materials and feedback.

STAKEHOLDER ENGAGEMENT

Stakeholder Engagement

Understanding and effective use of facilitation techniques for meetings and events as a means to gather ideas and feedback.

Competency Levels

Basic	Intermediate	Advanced
Use basic facilitation techniques to ensure the widest possible participation in meetings and events.	Devise facilitation exercises to ensure the widest possible participation in meetings and events.	Respond to the needs of different situations and adapt facilitation exercises according to emerging feedback.

Evidence

Basic / Intermediate	Advanced
Portfolio of facilitated sessions and outcomes.	Portfolio of facilitated techniques in use and evaluation of outcomes.

STAKEHOLDER ENGAGEMENT

Running Events/Meetings

Communicating to and gathering feedback from a variety of stakeholders by running the most appropriate type of event or meeting for the audience.

Competency Levels

Basic	Intermediate	Advanced
Deliver effective information about (development and/or management of) a trail and gather meaningful feedback from the relevant stakeholders.	Organise and run a programme of meetings and/or events to communicate and gather feedback from all relevant stakeholders - selecting appropriate methods, venues and times.	Analyse the outcomes of meetings and produce engagement reports.

Evidence

Basic / Intermediate	Advanced
Portfolio of successfully run events.	Portfolio of events and analysis reports.

STAKEHOLDER ENGAGEMENT

Negotiating Agreements

Negotiating with relevant stakeholders to secure the investment in a trail or outdoor recreation infrastructure. This may require legal / professional support to complete.

Competency Levels

Basic	Intermediate	Advanced
Understand the requirements of long term security of a trail through formal agreements and the stages required to complete the process.	Undertake the initial stages of negotiation and recognise where professional input may be required to secure an agreement.	Draft outline / heads of agreement and understand the long term implications of agreement terms and conditions.

Evidence

Basic / Intermediate	Advanced
Portfolio of agreements associated with projects.	Portfolio of agreements drafted and their final versions.

STAKEHOLDER ENGAGEMENT

Arbitration/Mediation

Understanding the available options to resolve disagreements, disputes and other issues between different parties.

Competency Levels

Basic	Intermediate	Advanced
Provide objective input to a dispute resolution process.	Mediate between affected parties and identify common ground, constraints and opportunities to resolve issues.	Offer independent arbitration bringing parties together to resolve issues.

Evidence

Basic / Intermediate	Advanced
Portfolio of casework.	Portfolio of casework and analysis of outcomes.

STAKEHOLDER ENGAGEMENT

Working with Land Managers

Gaining permission from landowners to allow development and management of trails and outdoor recreation infrastructure.

Competency Levels

Basic	Intermediate	Advanced
Communicate with landowners verbally and in writing to explore the issues associated with the management of existing trails.	Communicate with landowners to identify options and resolve issues associated with the development and management of trails.	Draw up simple agreements and negotiate terms for any more complex agreements (with legal assistance if this is required).

Evidence

Basic / Intermediate	Advanced
Will have worked with up to 5 landowners to seek permission in writing.	Will have worked with at least 5 landowners and written up to 5 agreements.

STAKEHOLDER ENGAGEMENT

Working with Communities

Understanding the aspirations of communities (geographical and interest groups) and their motivations to develop and manage trails effectively.

Competency Levels

Basic	Intermediate	Advanced
Able to communicate verbally and in writing to gather ideas and feedback from geographical communities (e.g. local residents).	Able to communicate verbally and in writing to gather ideas and feedback from communities of interest (e.g. mountain bikers).	Able to communicate verbally and in writing with different communities (including those using the trail and those affected by it) and explore ways of meeting expectations or mitigating issues that have arisen.

Evidence

Basic / Intermediate	Advanced
Portfolio of community based projects.	Portfolio of community based projects.

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INTERPERSONAL

INTERPERSONAL



INTERPERSONAL

Team Leadership

- *Building and working with an effective team.*
- *Making decisions, managing people, resolving conflict, implementing strategy, dealing with uncertainty, Empowering and working effectively with others. Encouraging and measuring performance. Nurturing and building capacity in others.*

Competency Levels		
Basic	Intermediate	Advanced
Lead a small team (~5) to achieve specific uncomplicated tasks at a single site.	Lead a team or small number of teams to accomplish complex outcomes at a number of sites.	Lead teams in more complex environments over longer periods. Involving partnership and collaboration with a range of others. Contribute to organisational leadership.

Evidence	
Basic / Intermediate	Advanced
Learning portfolio, peer reference, relevant accreditation.	Learning Portfolio, Peer reference, published material.

INTERPERSONAL

Managing Contractors

- *Understanding the roles of contractors in delivering recreational infrastructure.*
- *Critically assessing the role, obligations and responsibilities of the employer, contractor and subcontractor under contracts.*
- *Comprehending legislation concerning contractors and clients including Performance; Disputes & resolution; Health and Safety duties.*
- *Exploring strategies for management and monitoring.*
- *Learning how to review contractors' work to ensure performance, compliance and safety.*
- *Resolving some of the most common issues client-contractor issues: E.g. works not included in contract; design changes; site conditions preventing work; change of personnel.*

Competency Levels

Basic	Intermediate	Advanced
Manage low value (<€25k) contracts not involving sub-contractors.	Manage multiple lower or medium scale contracts (e.g. ORIS stage 2 projects, <€200k, or single projects involving particular risks.	Manage larger contracts (e.g. ORIS stage 3, < €500k). Where multiple contractors collaborate on a single project or where projects involving more than one particular risk.

Evidence

Basic / Intermediate	Advanced
Learning portfolio, peer reference, relevant accreditation.	Learning Portfolio, Peer reference, published material.

INTERPERSONAL

Leading Meetings

- *Understanding that the principal goal of meetings is to collaborate to arrive at, and then record key decisions.*
- *Preparing for meetings by developing the agenda, optimising attendance and allocating appropriate time.*
- *Understanding the personality types in the group and develop strategies to ensure an overall balanced contribution. Encouraging active participation.*
- *Acknowledging responsibility for action points.*

Competency Levels

Basic	Intermediate	Advanced
Organise and facilitate in house team meetings.	Lead meetings involving multiple organisations.	

Evidence

Basic / Intermediate	Advanced
Learning portfolio, peer reference, relevant accreditation.	Learning Portfolio, Peer reference, published material.

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RECREATION
BEHAVIOUR

RECREATION BEHAVIOUR



RECREATION BEHAVIOUR

Visitor Monitoring

Collecting and analysing qualitative and quantitative data about visitors to build up an understanding of who is using the trail / outdoor recreation infrastructure.

Competency Levels		
Basic	Intermediate	Advanced
Collect quantitative data (e.g. download people counters, manual counts) and analyse the results, including calibration of counts to ensure they are robust and consistent.	Devise and undertake qualitative surveys of trail users and reports on the outcomes to develop an understanding of the characteristics of trail users.	Design, implement and analyse quantitative data (e.g. placement of counters to understand visitor flow/ pressure areas) and combine with qualitative data to make realistic estimates of visitor benefit and/or impact. Help colleagues to collect and interpret visitor data.

Evidence	
Basic / Intermediate	Advanced
Example(s) of quantitative and qualitative datasets with an overview of their meaning/ implications for management.	Examples of visitor data monitoring programmes and interpreted data.

RECREATION BEHAVIOUR

Visitor Engagement

Deploying best practice research, partnership and educational approaches to minimise recreation impacts.

Competency Levels

Basic	Intermediate	Advanced
Understands the context and application of ethics based approaches and interventions. Aware of best practice approaches of engagement and education. Implement a range of practiced techniques with recreational users to inspire responsible recreation practices.	Familiar with social and environmental research that underpin choice-based approaches. Understands one or more psychological models of behaviour change. Leads the development and deployment of site scale interventions. Assists with training courses.	Develop and deliver education programs. Develop strategies and solutions for organisations at a national level and those that address recreational impacts for more complex environments and user groups. Contributes to the review and development of national guidance.

Evidence

Basic / Intermediate	Advanced
Accredited training, Portfolio of engagement.	Published material. Peer reference, Portfolio of resources and engagements.

RECREATION BEHAVIOUR

Expectation Management

Helping trail users get the most from their visit by sharing information and understanding their needs.

Competency Levels		
Basic	Intermediate	Advanced
Provide clear information verbally and in writing about the trail/outdoor recreation infrastructure, its characteristics, the highlights and any safety precautions that may be required.	Understand different needs and likely expectations of user types and how they may interact or experience the trail. Recognise the potential barriers to participation.	Devise communication programmes to ensure that trail users can develop realistic expectations about the trail before, during and after their visit. Recognise how to adapt infrastructure for different user groups.

Evidence	
Basic / Intermediate	Advanced
Examples of written materials and analysis of users.	Examples of communication programmes and adaptations made/recommended for different groups.

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MARKETING
AND PROMOTION

MARKETING AND PROMOTION



MARKETING AND PROMOTION

Marketing

Supporting the appropriate promotion of trails and outdoor recreation infrastructure by direct engagement and working with partners.

Competency Levels

Basic	Intermediate	Advanced
Participate in marketing campaigns based around outdoor tourism and demonstrate understanding of delivering key messages and materials.	Contribute to development and implementation of marketing initiatives and collaborate with third party service providers to ensure messaging is appropriate for the location/destination and intended experiences.	Advocate for appropriate messaging and marketing of trails and recreational infrastructure to reconcile responsible tourism promotion and environmental sustainability in order to match available infrastructure capacity. Work with colleagues to develop key messages and approaches to trail marketing.

Evidence

Basic / Intermediate	Advanced
Record of marketing campaigns and materials used, including evidence of moderation/adaptation of messages appropriate to location.	Record of interactions and interventions with marketing initiatives and working with colleagues.

MARKETING AND PROMOTION

Social Media

Understanding and utilising the scope of social media to enhance visitor experience and minimise unintended consequences.

Competency Levels

Basic	Intermediate	Advanced
Demonstrate awareness of the pros and cons of the main range of social media types. Understand success factors and common pitfalls when social media meets recreation management.	Utilise best practice to create effective social media content to assist recreation visitor management across a number of platforms.	Manage social media profile for at least one site/brand and provide advice on effective social media strategies to recreation site managers.

Evidence

Basic / Intermediate	Advanced
Learning and practice portfolio.	Peer reference. Published material.

MARKETING AND PROMOTION

Signage

Understanding the uses of visitor messaging and wayfinding using best practice guidance to enhance the visitor experience appropriate to location.

Competency Levels

Basic	Intermediate	Advanced
Demonstrate understanding of best practice and provide input to visitor messaging and wayfinding for at least one site.	Collaborate or lead in the development of visitor messaging and wayfinding for at least one site and for multiple user needs using best practice methods.	Deliver visitor messaging for a range of situations and provide guidance for colleagues on best practice methods of visitor messaging.

Evidence

Basic / Intermediate	Advanced
Learning Portfolio.	Learning Portfolio, Peer reference, published material.

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ENVIRONMENT
AND CULTURE

ENVIRONMENT AND CULTURE



ENVIRONMENT AND CULTURE

Geology

Basic understanding of geology/geomorphology and their impact on topography, soil formation and drainage building to a comprehensive understanding of how geology and geological processes form the foundation of the natural landscape and impacts on trail design.

Competency Levels		
Basic	Intermediate	Advanced
Able to recognise basic rock types and basic awareness of how soils form. Factors contributing to poor drainage and impact of different rock types.	Able to recognise many rock types and know how to read general geology map of Ireland. Growing awareness of how soils form and able to recognise basic soil types particularly organic soils. Awareness of the factors contributing to poor drainage including soil composition, topography, compaction, and water table levels, and able to assess their implications for trail planning, construction, and maintenance.	Able to recognise most rock types and know how to read detailed geology maps. Good understanding of how soils form and ability to recognise most Irish soil types particularly organic soils and how they form. Factors contributing to poor drainage including impact of geology and glacial processes. Ability to link other processes including ecological concepts in soil formation.
Evidence		
Basic / Intermediate		Advanced
'Test' outcomes.		Reports.

ENVIRONMENT AND CULTURE

Geomorphology

Understanding geomorphology involves recognising how natural landforms and geological processes affect the planning, development, and sustainability of outdoor recreation infrastructure. This includes the ability to assess terrain stability, erosion risks, and landscape sensitivity to ensure infrastructure is safe, sustainable, and appropriately located.

Competency Levels

Basic	Intermediate	Advanced
Understands the basic principles of geomorphology and how terrain types influence outdoor recreation development.	Applies geomorphological knowledge to inform planning, design, and mitigation strategies for outdoor recreation projects.	Integrates advanced geomorphological analysis into the strategic planning, risk assessment, and long-term management of outdoor recreation infrastructure.

Evidence

Basic / Intermediate	Advanced
Can identify major landforms and recognise visible signs of erosion or instability. Applies this knowledge when assisting in site selection or infrastructure planning under guidance. Has assessed sites for erosion risk, slope stability, or soil conditions in relation to trail or infrastructure development. Contributes geomorphological input to project designs and environmental assessments. Works with engineers or ecologists to propose practical, sustainable solutions.	Leads or commissions geomorphological assessments for complex or sensitive projects. Advises on risk mitigation, landform conservation, and climate resilience strategies. Ensures infrastructure design aligns with best practice in environmental protection and geotechnical safety.

ENVIRONMENT AND CULTURE

Landscape Character

Reading the landscape - Ability to recognise the landscape elements (Bio-physical, vegetation/land-use patterns and cultural elements) that contribute to landscape character.

Competency Levels

Basic	Intermediate	Advanced
Reading the landscape - an interdisciplinary approach. Developing an awareness of local landscapes and the main factors contributing to landscape characteristics, geology, farming methods and cultural heritage.	Developing an awareness of regional landscapes e.g. how Connemara differs from the Mournes or Kerry landscapes. Developing an ability to compare and contrast different areas and evaluate significant differences.	Ability to analyse the significant factors and differentiate landscapes at a national level in Ireland. Familiarity with different writers on landscape. Ability to talk, lead and animate in different landscapes throughout Ireland. Understand landscape history and ability to integrate literary/landscape writing with science and geology.

Evidence

Basic / Intermediate	Advanced
Written submissions/ reports.	Written submissions/ reports.

ENVIRONMENT AND CULTURE

Ecology

Basic understanding of ecology, ecosystems, biodiversity and fragile environments developing to understanding to include interrelationships between organisms and their environments including ecosystems, competition and succession. Developing to a comprehensive awareness of how trail development can impact habitats, species distribution, and ecological processes, and how to avoid, minimise, or mitigate those impacts through sensitive planning and design.

Competency Levels

Basic	Intermediate	Advanced
Able to recognise different types of environments and basic components of ecosystems and how these concepts influence route choice when developing trails or why some environments are more fragile than others.	Understanding of Biotic (what is living in particular environments) and abiotic (climate, slope, aspect, temperature, geology) factors and interrelationships in contrasting ecosystems such as bogs, forests and uplands.	Understanding the ecological principles that should be considered when planning trails and applying an understanding of these principles to trail development. Ability to produce a basic environmental impact report on a section of an environment particularly focused on mitigating impacts to this environment.

Evidence

Basic / Intermediate	Advanced
Written submissions.	Portfolio of reports.

ENVIRONMENT AND CULTURE

Archaeology

Basic understanding of the impact of people on the landscape - prehistory and historical period and the traces on the landscape and artifacts from a particular period.

Competency Levels

Basic	Intermediate	Advanced
Basic understanding of the impact of people on the landscape - prehistoric/historical trace evidence and artifacts. Notable examples from each period. Procedures to follow if any archaeology is found and the importance of recording.	Developing an understanding of the impact of people on the landscape - prehistoric/historical trace evidence and artifacts. Understanding archaeological assessments and legislation.	Comprehensive understanding of archaeological heritage. Ability to recognise the impact of recreational use on archaeological heritage at trail planning stage and avoiding issues during the construction and maintenance stages.

Evidence

Basic / Intermediate	Advanced
Written submissions.	Portfolio of reports.

ENVIRONMENT AND CULTURE

Intangible Culture and Heritage

Being able to add to the landscape experience by being able to bring it to life - telling its history through an interdisciplinary approach at local regional and national levels.

Competency Levels

Basic	Intermediate	Advanced
Knowing the basic history of Ireland's landscape since the ice age ended 14,000 years ago and the growth of vegetation leading to primal forests and the changes brought by the impact of people of the landscape including the development of blanket bogs.	Knowing a history of Ireland's landscape since the ice age ended and an increasing awareness of the changes brought about by the impact of people on the landscape including the development of blanket bogs.	Understands and can tell the story of the landscape at a national level and has a good understanding of the history of Ireland. Has an ability to compare and contrast landscapes at a national and international level. Ability to animate & 'tell a story' and talk about the universality of themes and differences that have influenced the Irish landscape.

Evidence

Basic / Intermediate	Advanced
Examples of story telling.	Examples of story telling.



SPÓRT
ÉIREANN
FAOIN SPÉIR

SPORT
IRELAND
OUTDOORS

