|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | **Confidence Level** | | | |
| **Competency Level 1 KSAs (Basic)** | | **high** | **good** | **low** | **none** |
| 1 | Knowing what SSA is including general framework, stages, inputs & outputs, scalability |  |  |  |  |
| 2 | Understand the need for a change & how the Framework differs from current status assessment approaches |  |  |  |  |
| 3 | Roles & responsibilities of internal and external partners/stakeholders (including: clarify criteria for expertise needed & expert selection) |  |  |  |  |
| 4 | Estimating time, effort, involvement, costs of an SSA |  |  |  |  |
| 5 | Understand how SSA results are used in ESA decision contexts |  |  |  |  |
| 6 | Be aware of and demystify prevalent misconceptions & misperceptions of the framework (e.g., encroachment on decision space) |  |  |  |  |
| 7 | Provide examples for specific-audiences (e.g., mangers, solicitors, stakeholders) |  |  |  |  |
| **Competency Level 2 KSAs (Mid-level)** | |  |  |  |  |
| 1 | General Modeling - basic understanding of models & their utility |  |  |  |  |
| 2 | Conservation Biology |  |  |  |  |
| 3 | Understand the 3 R's |  |  |  |  |
| 4 | Know fundamentals of SSA framework and process |  |  |  |  |
| 5 | Project planning |  |  |  |  |
| 6 | Able to work on SSA team |  |  |  |  |
| 7 | Understands team governance structure and where they fit |  |  |  |  |
| 8 | Understands implications of SSA to various sections of the Act |  |  |  |  |
| 9 | Understands Core Conceptual Model |  |  |  |  |
| 10 | Knows when/how/where to acquire expert help (modeling, facilitation, elicitation) |  |  |  |  |
| 11 | Know how to estimate/where to go to get probability of persistence. |  |  |  |  |
| **Competency Level 3 KSAs (Highest-level)** | |  |  |  |  |
| 1 | Elicitation |  |  |  |  |
| 2 | Facilitation |  |  |  |  |
| 3 | Leadership skills |  |  |  |  |
| 4 | Group Management |  |  |  |  |
| 5 | Project Planning and Coordination |  |  |  |  |
| 6 | Excellent understanding of SSA framework and process |  |  |  |  |
| 7 | Conversant with all the potential SSA tools |  |  |  |  |
| 8 | Able to ID participants and assemble SSA team |  |  |  |  |
| 9 | Vertical and horizontal communication skills |  |  |  |  |
| 10 | Decision Theoretic Tools |  |  |  |  |
| 11 | Understanding of Landscape Ecology |  |  |  |  |
| 12 | Prepare report/compile analysis |  |  |  |  |
| 13 | Ability to work within interdisciplinary groups |  |  |  |  |
| 14 | Link SSA to utility in decision making |  |  |  |  |
| 15 | Decision Theory |  |  |  |  |
| 16 | Critical thinking skills |  |  |  |  |
| 17 | Has experience implementing the process |  |  |  |  |
| 18 | Able to instruct SSA courses about the SSA |  |  |  |  |
| 19 | Able to coach SSA processes |  |  |  |  |
| 20 | Able to mentor SSA apprentices, staff, leadership |  |  |  |  |
| 21 | Able to brief leadership & explain utility to sections of the Act |  |  |  |  |
| 22 | Able to step from SSA analysis to decision documentation |  |  |  |  |
| 23 | Outreach skills |  |  |  |  |
| 24 | Vertical and horizontal communication skills (leadership, partners, field staff) |  |  |  |  |

**KSA Development – Course Opportunities**

Conservation Biology NCTC January 2017

Modeling NCTC – online

Facilitation & Expert Elicitation NCTC

Crucial Conversations NCTC

Structured Decision Making NCTC August 2016

Leading at the Speed of Trust NCTC July 2016

Leadership Challenge Workshop NCTC August 2016

Intro to Team Leadership NCTC September 2016

Project Management Skillsoft

Visit the SSA Website for Continuing Education Opportunities:

<https://sites.google.com/a/fws.gov/ssa/Resources/tools>