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| **Level** | **Knowledge descriptor (the holder…)** | **Skills descriptor (the holder can…)** | **Work equivalent** | **CIfA Professional membership grade** |
| L2 | Has knowledge and understanding of facts, procedures and ideas in an area of study or field of work to complete well-defined tasks and address straightforward problems. Can interpret relevant information and ideas. Is aware of a range of information that is relevant to the area of study or work. | Select and use relevant cognitive and practical skills to complete well-defined, generally routine tasks and address straightforward problems. Identify, gather and use relevant information to inform actions. Identify how effective actions have been | **Entry level. Junior grades.**Archaeological Site Assistant (BAJR Skills Passport) | **Student, Affiliate, Pathway to PCIfA** |
| L3 | Has factual, procedural and theoretical knowledge and understanding of a subject or field of work to complete tasks and address problems that while well-defined, may be complex and non-routine. Can interpret and evaluate relevant information and ideas. Is aware of the nature of the area of study or work. Is aware of different perspectives or approaches within the area of study or work | Identify, select and use appropriate cognitive and practical skills, methods and procedures to address problems that while well-defined, may be complex and non-routine. Use appropriate investigation to inform actions. Review how effective methods and actions have been. | **Experienced junior grades**Archaeological Site AssistantCollection Care AssistantConservation AssistantConservation TechnicianMuseum Technician | **Practitioner** |
| L4 | Has practical, theoretical or technical knowledge and understanding of a subject or field of work to address problems that are well defined but complex and non-routine. Can analyse, interpret and evaluate relevant information and ideas. Is aware of the nature of approximate scope of the area of study or work. Has an informed awareness of different perspectives or approaches within the area of study or work. | Identify, adapt and use appropriate cognitive and practical skills to inform actions and address problems that are complex and non-routine while normally fairly well-defined. Review the effectiveness and appropriateness of methods, actions and results. | **Experienced junior grades / lower end of supervisory grades**Archaeological Site Assistant / Assistant Supervisor  | **→ Associate (dependent on context and degree of autonomy)** |
| L5  | Has practical, theoretical or technological knowledge and understanding of a subject or field of work to find ways forward in broadly defined, complex contexts. Can analyse, interpret and evaluate relevant information, concepts and ideas. Is aware of the nature and scope of the area of study or work. Understands different perspectives, approaches or schools of thought and the reasoning behind them. | Determine, adapt and use appropriate methods, cognitive and practical skills to address broadly defined, complex problems. Use relevant research or development to inform actions. Evaluate actions, methods and results. | **Supervisory grades**Assistant supervisor / Archaeological supervisor Collection Care OfficerJunior ConservatorAssistant ConservatorConservation Technician | **Associate** |
| L6 | Has advanced practical, conceptual or technological knowledge and understanding of a subject or field of work to create ways forward in contexts where there are many interacting factors. Understands different perspectives, approaches or schools of thought and the theories that underpin them. Can critically analyse, interpret and evaluate complex information, concepts and ideas. | Determine, refine, adapt and use appropriate methods and advanced cognitive and practical skills to address problems that have limited definition and involve many interacting factors. Use and, where appropriate, design relevant research and development to inform actions. Evaluate actions, methods and results and their implications. | **Upper end of supervisory grades**Archaeological Supervisor / Archaeological Project OfficerConservator Assistant ConservatorCollection Care OfficerProject conservator (Team member) | **→ Member (dependent on context and degree of autonomy)** |
| L7 | Reformulates and uses practical, conceptual or technological knowledge and understanding of a subject or field of work to create ways forward in contexts where there are many interacting factors. Critically analyses, interprets and evaluates complex information, concepts and theories to produce modified conceptions. Understands the wider contexts in which the area of study or work is located. Understands current developments in the area of study or work. Understands different theoretical and methodological perspectives and how they affect the area of study or work. | Use specialised skills to conceptualise and address problematic situations that involve many interacting factors. Determine and use appropriate methodologies and approaches. Design and undertake research, development or strategic activities to inform or produce change in the area of work or study. Critically evaluate actions, methods and results and their short- and long-term implications | **Specialist / management grades**Senior Officer/ Project ManagerProject Conservator ( Team leader)Sole practitioner/freelance conservatorCollections Care ManagerSenior ConservatorConservatorConservation Manager | **Member** |