

1. Competency Framework Purpose

The SCiO Competency Framework has been developed to support the systems practitioner profession as a whole and to act as a guide to individual professionals as to the range of approaches available to them. The Competency framework has multiple specific roles:

- i. It defines the set of systems approaches that are recognised by SCiO as ‘Systems, Cybernetic or Complexity’ approaches and distinguishes those from other non-systemic approaches that systems practitioners may use.
- ii. It forms the basis for the SCiO professional Portfolio, which in turn is the basis for the SCiO professional grading structure.
- iii. It acts as a reference to a catalogue of approaches, both systems and non-systems based, that members can use to develop their own understanding of the field, and guide their professional development
- iv. It formed the basis for the UK government’s [‘Systems Thinking Practitioner Apprenticeship’](#)

It is not the function of this framework to define or prescribe which competencies systems practitioner must have.

2. Competency Framework Structure

The framework has three sections:

1. Systems Knowledge & Skills
2. Systems Thinking Knowledge & Skills
3. Intervention Knowledge & Skills

The Systems Knowledge & Skills section includes only approaches that have been classed as systemic in nature, and there is a management process for deciding on inclusion.

The set of Systems Thinking Knowledge & Skills includes systems concepts and laws and a few approaches that are used for managing theory rather than practice.

Intervention Knowledge & Skills can include any approach that is relevant to and has proved useful in practice in this field and does not have to be classified as systemic, merely useful and used.

3. Competency Framework Management Process

The process for including, revising guidance or referencing, or removing any approach from the Intervention Knowledge & Skills section is by recommendation of an approach to the Competency Framework Group, and the criteria for inclusion are the utility of the approach. Approaches can and have been removed from the framework if they are not actually used by practitioners.

The process for including or removing any approach from the Systems Knowledge & Skills section is by recommendation of an approach to the Competency Framework Group, and the criteria for inclusion are:

- i. Is the approach one that can be applied to a system i.e. is it a way to model, describe or understand how an actual system behaves systemically, or a way to intervene systemically in an actual system?
- ii. Does it incorporate and use at least three of the systems laws and principles as set out in the set of Systems Thinking Knowledge & Skills as the 'canonical set' used for the gateway process?
- iii. Is it useful and used?

The gateway process for including or removing any Law or Principle from the Systems Thinking Knowledge & Skills section is by recommendation of a law or principle to the Competency Framework Group. The criterion for inclusion is whether the law or principle is systemic in nature i.e. if it relates to the existing body of thought, derives from that and extends it.

The gateway process for including or removing any Law from the 'canonical set' of systems laws and principles used to evaluating if approaches is systemic is by recommendation of an approach to the Competency Framework Group. The criterion for inclusion is whether the law or principle forms part of the established body of thought of the discipline. Newly developed laws and principles may be included in the wider set of Systems Thinking Knowledge & Skills, but excluded from the 'canonical set' which is reserved for the established thinking on which the discipline was built.

4. Competency Framework Group Governance

The Competency Framework is managed by the Competency Framework Group, which is appointed by the SCiO board, and its operation is guided by the protocols defined in Section 6 'Working Committees' of the SCiO bye laws.