

Highly Effective
<ul style="list-style-type: none"> • Knows most investigation and remediation limitations • Is comfortable with nuances of investigation rationale and methods • Provides interpretations of investigation results that are usually correct • Has a high understanding of strengths and limitations of quantitative risk assessment methods • Can identify relevant ecological and human health receptors without errors or omissions • Understands regulatory framework and intent of policy
Minimally Competent
<ul style="list-style-type: none"> • Can identify standard ecological and human health receptors with no fatal errors or omissions • Can identify completeness of site investigation to identify data gaps • Can critically review TRVs and assumptions without over-dependence on third-party sources • Can identify relevant complete and incomplete exposure pathways • Can undertake and interpret relevant surveys • Good understanding of strengths and limitations of quantitative risk assessment methods • Knows standard investigation procedures and remedial approaches as well as additional techniques and interpretation such as air sampling or biological monitoring • Is aware of own limitations and limitations of reliance on data for site • Will contact others • Recognizes gray areas in terms of data interpretation • Is competent in fundamental fields involved in profession • Understands regulatory framework and context under which risk assessments are done • Makes errors (e.g. documentation errors, administrative errors, investigation errors) but not decision-related/fatal ones • Has been exposed to most situations but have to look up things • Knows to go to several sources • Knows when judgment is allowed • Checks technical references before performing services • Reviews own work before submitting it
Ineffective
<ul style="list-style-type: none"> • Cannot conduct defensible quantitative risk assessment • Unaware of own limitations • Does not know when he is in over his head • Does one thing for a long time but not well-rounded with experience • Has experience but lacks practical knowledge • Is unaware of current and emerging investigation techniques and procedures • Is unaware of industry standards and practices • Proceeds without review or sufficient consultation • Does not catch errors before review • Has poor understanding of strengths and limitations of quantitative risk assessment methods • Practices outside of area of expertise/does not recognize own limitations