

**Criteria:**

1. Cannot score 0 in any attribute.
2. Overall score of 10 or above.

<b>Attribute</b>	<b>0 – Fail</b>	<b>1 – Below Average</b>	<b>2 – Average</b>	<b>3 - Good</b>
<b>1. <u>Validation of environmental experience and knowledge</u></b>	Unable to describe experience and understanding in the application of environmental knowledge within area of specialisation as per application package.	Able to describe environmental knowledge gained from work experience as per application package.	Able to describe in detail the application of environmental and sustainability knowledge gained within area of specialisation from past work experience, in accordance with the submitted application package.	Well versed in the application of environmental and sustainability knowledge to issues both within and outside of area of specialisation, in addition to the stated experience in the application package.
<b>2. <u>Awareness of environmental policy, legislations, and current issues</u></b>	Not aware of key environmental policies, legislations, or current developments.	Aware of environmental policy and legislation issues and compliance measures with only limited understanding within area of specialisation.  Limited knowledge of current environmental related development and issues.	Able to identify, explain, and interpret environmental policy and legislation issues and trends within area of specialisation.  Good general knowledge of current environmental related developments and issues.	Well versed in environmental policy and legislation trends and developments in topics both within and outside of area of specialisation.  Keep abreast of current environmental related developments and issues.
<b>3. <u>Management experience</u></b>  <b>(It includes but not limited to managing people, systems, projects and tasks etc)</b>	Insufficient (less than 3 years) management experience.  or  Not able to demonstrate or describe basic decision making responsibilities undertaken.	Basic (at least 3 years) management experience.  Have assumed basic decision making responsibilities, although not on a regular basis.	Substantial management experience.  Routinely engage in basic decision making or management activities.  Able to describe and discuss situations involving interactions with subordinates, conflict management, and decision making.	Extensive management experience.  Hold a position of senior responsibility and/or significant autonomy which demonstrates leadership qualities.  Influence policy and strategy making decisions in either a technical or business environment.  Well experienced and well versed in technical or environmental resource management and/or personnel management and development.

## HKIQEP – Professional Assessment (Part II) Evaluation Rubric

Attribute	0 – Fail	1 – Below Average	2 – Average	3 - Good
<b>4. Professional <u>ethics</u> and conduct</b>	<p>Have little or no evidence of commitment to the profession or understanding of the ethical and behavioural aspects of the profession.</p> <p>Unable to identify an ethical issue or factual and ethical questions relevant to it.</p> <p>Unable to state a position or course of action or possible objections, assumptions, and/or implications.</p>	<p>Have general understanding of ethical principles of the profession.</p> <p>Able to identify and describe an ethical issue, but struggle to apply it to a specific topic, or to explain how such questions might be answered.</p> <p>Able to state a position or course of action and possible objections, assumptions, and/or implications, but unable to explain why position or course of action is ethically defensible against these objections, etc. of competing ethical perspectives and concepts.</p>	<p>Have general awareness and understanding of the ethical issues within the scope of responsibilities.</p> <p>Able to identify and discuss ethical issues and the potential problems which may arise.</p> <p>Aware of the professional code of conduct and its importance.</p>	<p>Thoroughly identify and analyse an ethical issue in relationship to a specific topic.</p> <p>Able to identify and consider factual and ethical questions relevant to addressing the issue, and explain how such questions might be answered.</p> <p>Effectively state a position or course of action and possible objections, assumptions, and implications, and explain clearly why such position or course of action is ethically defensible against these objections, etc. of competing ethical perspectives and concepts.</p>
<b>5. <u>Communication skills</u></b>	<p>Essay is poorly written, cannot be easily understood, or not relevant to the essay topic.</p> <p>Verbal communication cannot be easily understood, not structured, and focus is easily lost.</p>	<p>Written essay is understandable, however the arguments are unclear, not structured, not well thought out, or of limited relevance.</p> <p>Verbal communication is understandable, yet the arguments presented are not well thought out, tend to contradict each other, are unclear, or of limited relevance.</p>	<p>Clear delivery of message in the written essay with reasonable structure and relevant content or arguments.</p> <p>Verbal communication is clear and confident. Arguments presented in an acceptable manner, are relevant, and are reasonably structured.</p>	<p>Excellent ability to communicate message in both written and verbal communication.</p> <p>Logical thought process is demonstrated, and convincing arguments are presented.</p>