

Climate Action Competency Framework v2 (CACFv2)

Domain	Competency Areas	Competencies					
		1 - React/Follow	2 - Act/Apply		3 - Anticipate/Initiate/Enable		4 - Lead/Strategize
Working Together	Collaboration	Work effectively with others to achieve group objectives	Facilitate cooperation in planning and implementing climate action.		Build and maintain collaborative relationships		Identify and initiate collaborative endeavours
	Communication	Communicate about climate action effectively with others	Adapt communication approach for climate action	Develop climate communication and presentation materials	Implement climate communication strategy		Develop climate communication strategy
	Cultural Agility	Demonstrate reflexivity and inclusive behaviour	Apply an intersectional lens	Demonstrate a respectful relationship with Indigenous people and communities	Foster partnerships with diverse individuals and communities		Create an environment of inclusion and collaboration
	Facilitation	Actively support facilitative processes	Facilitate a group of diverse stakeholders		Create a facilitative environment		Develop climate action facilitation strategies
	Engagement	Participate in and contribute to engagement activities	Engage with stakeholders		Develop engagement strategies		Identify and initiate strategic engagement opportunities
	Conflict Resolution	Maintain composure in difficult situations	Respond appropriately to conflict		Manage conflict situations		Foster environment that minimizes and mitigates conflict
	Professional Practice	Demonstrate resilience	Demonstrate accountability	Act/operate from within professional values framework			Establish and revise standards of professional practice

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Climate Action Leadership	Climate-Informed Decision Making	Follow climate-informed decision-making processes	Apply evidence-based decision processes		Promote and encourage equitable decision-making processes.		Steward climate action and transformative change at scale
	Climate Action Policy	Follow climate action policies and practices			Inform new climate action policies and practices		Facilitate the creation and implementation of climate action policies and practices.
	Climate Action Strategy & Planning		Support climate action strategy development		Develop climate action strategies		Enable the design and implementation of climate action strategies
Capacity Building	Mainstreaming	Support climate action measures	Promote climate action measures	Communicate climate risks	Enhance individual and collective adaptive capacity and action		Enable and amplify current and future climate action
	Education/Teaching Others	Share learning and knowledge about climate change with others	Deliver learning experiences to diverse learner groups		Prepare learning experiences		Design an ongoing learning strategy
	Lifelong Learning / Professional Development	Maintain industry knowledge	Engage in lifelong learning and reflective practice		Implement personal and professional development plans		Create and facilitate personal and professional development

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Climate Risk Assessment	Climate Risk Management		Analyze the impact of climate change	Interpret the impact of climate change	Assess climate risks and hazards	Assess climate-related vulnerabilities	Develop climate risk mitigation plans
	Climate Data & Information Analysis	Access and use climate information	Collect climate information	Analyze climate information	Evaluate and interpret climate information		
	Climate Action Research		Contribute to climate action research		Conduct research needs analyses		Lead climate knowledge research
	GHG accounting		Develop emissions inventory	Conduct GHG accounting and measurement	Conduct industry specific carbon/GHG assessments	Monitor, verify, and report emissions	Set Science-Based Targets (SBT's) for decarbonization
Solution Design	Creativity/Innovation	Employ strategies to observe, ideate, reflect, build, and rebuild solutions.	Contribute to climate knowledge and capacity development		Apply design thinking processes		Apply entrepreneurship and intrapreneurship
	Critical Thinking/Problem Solving	Use critical thinking skills	Apply problem-solving techniques		Apply systems thinking		
	Climate Finance		Calculate financial implications of climate change	Calculate the financial considerations of climate actions			
	Solution Development	Articulate climate related problem and identify impact of solution			Identify potential climate action solutions		Develop climate action plans and solutions

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Effecting Change	Adaptability		Demonstrate adaptability		Apply an interdisciplinary approach		
	Change Management	Acknowledge and accept change	Support adaptive change management		Lead adaptive change management		Act as a catalyst for change
	Implementation	Support climate action implementation			Implement climate action strategies, programs, and initiatives	Manage climate action projects and programs	Lead climate action implementation
	Monitoring and Evaluation		Monitor the effectiveness of climate action initiatives		Evaluate climate action initiatives		Establish monitoring and evaluation approaches