

Land Management Competencies

	Core Competency	Entry level	Full-Performance Level	Expert Level
1	Historical Context of Public Lands Management: Understand the historical formation and ethics of public land management, modern land management objectives, and evolution of access to recreation on public lands.	Describe the history of public land management including laws and policies that shape recreation access and management	Incorporate land management ethics and modern land management objectives in recreation planning and management. Identify and apply strategies to enhance recreation access.	Provide guidance and recommendations within your organization on historical land management policy to influence recreation access.
2	Interdisciplinary Collaboration: Cultivate and leverage the value that multiple disciplines, across areas of expertise and interest, bring to recreation planning and management.	Describe natural and cultural resource management concepts relevant to your organization. Recognize the roles and perspectives of resource specialists relevant to recreation planning and management.	Coordinate and collaborate with specialists from multiple disciplines to achieve common goals.	Lead and coordinate teams to complete a plan or project. Ensure all relevant disciplines and perspectives are included, valued, and addressed throughout the process.
3	Land Management Jurisdiction + Policy: Demonstrate knowledge of the missions, policies, laws, and processes of land management agencies and jurisdictions.	Explain the mission and guiding principles of your organization and those of adjacent jurisdictions.	Apply your organization's missions, policies, and jurisdictional responsibilities to planning efforts. Participate in coordination efforts for recreation management beyond your organization's boundaries.	Lead coordination efforts and identify shared goals and outcomes for recreation and resource management. Provide guidance and recommendations within your organization on coordination with adjacent or nearby jurisdictions.
4	Public Lands Law: Apply and support compliance with applicable laws to recreation infrastructure, access, programs, information, and operations.	Identify and understand local, state, and federal laws and policies applicable to recreation management in your organization.	Align recreation planning and management in your organization with applicable local, state, and federal laws and policies. Coordinate with other specialists to ensure compliance with all applicable laws and policies.	Provide guidance and recommendations on implementation of laws and policies applicable to recreation management in your organization. Collaborate with specialists and decision makers to ensure consistent implementation and precedence. When necessary, consult with legal counsel to address conflicting regulations.

5	<p>Shared Stewardship: Collaboratively manage and plan recreation with agencies, Tribes, organizations, and the public so that multiple interests and needs are met.</p>	<p>Understand partner organizations' missions and alignment of goals for recreation management.</p>	<p>Effectively support collaborative goals for recreation and resource management among agencies, partners, and communities. Incorporate shared goals into planning, management, and implementation plans and programs.</p>	<p>Lead collaborative efforts with agencies, communities, and partners. Prioritize, embrace, and develop stewardship approaches that advance multiple goals for public benefit and ecosystem conservation.</p>
6	<p>Tribal and Indigenous Relations: Understand the unique legal relationships between Tribes and state and federal governments, including treaty rights, Tribal sovereignty, and the federal trust responsibility. Respect/Honor and incorporate the unique perspectives Tribal communities have around landscapes and indigenous land management.</p>	<p>Identify treaty rights relevant to the lands your organization manages.</p>	<p>Incorporate treaty rights into recreation planning and management. Coordinate with tribal specialists to ensure compliance with all applicable treaty rights.</p>	<p>Provide guidance and recommendations within your organization on treaty rights. Identify policies to ensure appropriate consideration of treaty rights in recreation planning and management.</p>