

Helpful – Influences decision making; is influential; is customer focussed	Innovative – Drives innovation; is innovative	Capable – Deploys capability; builds capability of self and others	Efficient – Extracts value from existing data and analysis; works efficiently; enables efficiency to happen	Professional – Adheres to statistical frameworks/Codes; quality assures work; builds trust
Level 1				
<p>Professional competencies build on the Collaborating and Partnering and Managing a Quality Service elements of the CSCF. In particular, members of the profession are expected to work and engage closely with customers to understand the problem or request, and to remain fully engaged through to the delivery of the output. Statisticians are also expected to develop and build their network of contacts, to work across teams/departments and to share knowledge and experience with others.</p>	<p>Professional competencies build on certain aspects of the Changing and Improving element of the CSCF. In particular, Statisticians are expected to regularly consider and suggest new and potentially innovative techniques for improvements to solutions in meeting customer needs. Staff are also expected to seek feedback on innovations, to feed continuous improvement.</p>	<p>Professional competencies build on the Building Capability for All element of the CSCF. In particular, all staff are expected to identify any gaps in their own skills and knowledge and to make plans to meet these.</p>	<p>Professional competencies build on the Delivering Value for Money and the Managing a Quality Service elements of the CSCF. In particular, Statisticians are expected to choose the most efficient route to delivering customer requirements (this will affect the choice of methods, tools and techniques), and to manage work in an efficient and effective way through the use of appropriate planning and resource management techniques. Staff are also expected to understand how their own organisation works and to know where to ask for information prior to embarking on a new piece of work.</p>	<p>Professional competencies build on the Managing a Quality Service element in the CSCF. In particular, Statisticians are expected to adhere to relevant policies, procedures, regulations and legislation that affect their work. This includes having an awareness of how the legal framework for statistical work, including the Code of Practice for Official Statistics and the Data Protection Act, affects their area.</p>
Level 2				
<p>Professional competencies build on the Collaborating and Partnering, Leading and Communicating and Managing a Quality Service elements of the CSCF. In particular, Statisticians are expected to take account of diverse, changing customer needs and requirements when planning statistical work, to implement ways of obtaining ongoing feedback and to act on the feedback received to improve the helpfulness of statistical</p>	<p>Professional competencies build on certain aspects of the Changing and Improving element of the CSCF. In particular, Statisticians are expected to find innovative ways to improve and streamline processes, and to involve the team and stakeholders to inform ideas. At this level, Statisticians are also expected to support others who are faced with the challenges of improving processes and systems, and to ensure that the team is prepared</p>	<p>Professional competencies build on the Building Capability for All element of the CSCF. In particular, all staff are expected to maintain a strong focus on continuous learning for oneself, and others if they are in a position of management within a team, keeping knowledge and skill sets current and evolving. Staff are also expected to seek and act on feedback to evaluate and improve their own and team's performance. Finally, staff are expected to proactively</p>	<p>Professional competencies build on the Delivering Value for Money and Delivering at Pace elements of the CSCF. In particular, Statisticians at this level are expected to quickly identify the most efficient way of delivering customer requirements through a combination of careful planning, effective collaboration, and appropriate selection of analytical tools and methods in order to deliver a high quality outcome within the time and</p>	<p>Professional competencies build on the Making Effective Decisions element of the CSCF. In particular, staff are expected to use sound judgement, evidence and knowledge to arrive at accurate, expert and professional decisions and advice, as well as contribute to a culture that handles information and data securely.</p>

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<p>products. At this level, statisticians are also expected to communicate effectively in order to influence decision making, and to continue grow and develop their network, within and outside the profession.</p>	<p>for change.</p>	<p>manage their own career, identifying learning needs with a line manager, then planning and carrying out learning opportunities.</p>	<p>resources available. Processes should be challenged and improved where they appear to prevent good value for money or impede efficiency, and staff should respond constructively to feedback received from others.</p>	
<p>Level 3</p>				
<p>Professional competencies build on the Seeing the Big Picture and Collaborating and Partnering elements of the CSCF. In particular, Statisticians are expected to bring together the views and perspectives of stakeholders to gain a wider picture of the landscape surrounding activities and policies. Statisticians at this level are also expected to actively build and maintain a wide network of colleagues and contacts (this may include international colleagues) to achieve progress on objectives, and are expected to use this network to influence more widely.</p>	<p>Professional competencies build on the Seeing the Big Picture and Changing and Improving elements of the CSCF. In particular, Statisticians are required to anticipate technological developments, and to encourage a culture for innovation.</p>	<p>Professional competencies build on the Building Capability for All and Achieving Commercial Outcomes elements of the CSCF. In particular, staff are expected to ensure that capability requirements within the team are identified, and that coaching and support are provided where required. Staff are expected to provide leadership on the technical and analytical capability across the team, while maintaining alignment with wider strategic goals of the department and the profession. Staff are also expected to maintain an economic long-term focus in all activities.</p>	<p>Professional competencies build on the Delivering Value for Money and Managing a Quality Service elements of the CSCF. In particular, Statisticians at this level are expected to use their knowledge of wider strategies and priorities to know when to stop or reduce work and to focus on that will have the most impact. Staff are also expected to be able to pull together evidence to make the case for sensible efficiency decisions, to effectively communicate their aims, and are able to identify the skills required for efficient delivery.</p>	<p>Professional competencies build on the Leading and Communicating element of the CSCF. In particular, staff are expected to regularly undertake activities that build and instil trust, to set the expectations for the team and to be a role model throughout.</p>