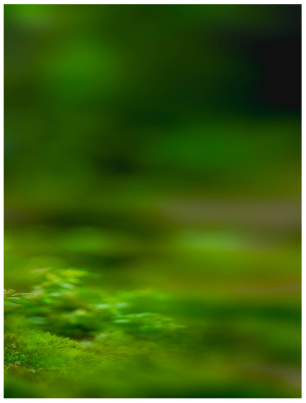
IChemE

Institution of
Chemical Engineers

Achieving Chartered Environmentalist Status through IChemE



Sustainability through environmental professionalism

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1. Introduction

1.1 What is a Chartered Environmentalist?

IChemE is licensed by the Society for the Environment to award the Chartered Environmentalist (CEnv) registration. IChemE Chartered Members with appropriate expertise in sustainability and environmental management are eligible to apply.

Chartered Environmentalist is a globally recognised professional registration that demonstrates an individual's competence, experience, and commitment to high professional standards in environmental practice. Chartered Environmentalists work across industry, government, education, consultancy, and the public sector, and are not drawn from a single profession.

Registration as a Chartered Environmentalist confirms that an individual has been assessed and judged by their peers to be operating at the highest standards of professionalism. It establishes environmental professionals on a par with other chartered professionals, such as Chartered Engineers and Chartered Scientists, and provides assurance of proven knowledge, practical experience, ethical conduct, and ongoing professional development.

As the number of national and international registrants continues to grow, Chartered Environmentalist is increasingly recognised as the international benchmark for professionals holding responsibility for environment-related decision-making.

1.2 Why achieve Chartered Environmentalist through IChemE?

Achieving Chartered Environmentalist registration through IChemE allows environmental professionals working in engineering, process industries, and related sectors to demonstrate their competence within a robust, peer-reviewed professional framework.

The CEnv designation sets you apart from those who are not registered. It provides formal recognition of your expertise and professionalism and can offer a competitive advantage when applying for roles, whether or not chartered status is explicitly required in the job specification. Evidence shows that chartership can positively influence career progression and earning potential within technical and engineering-led sectors.

Chartered Environmentalist recognises a wide range of disciplines and roles and demonstrates that registrants are able to:

- apply a high level of theoretical knowledge of sustainability and environmental issues;
- lead and influence the sustainable management of the environment in practice;
- communicate effectively and work constructively with a wide range of stakeholders; and
- maintain professional standards, recognising obligations to society, the profession, and the environment.

All Chartered Environmentalists commit to a Code of Professional Conduct and to maintaining their competence through continuing professional development (CPD). This provides employers, regulators, clients, and the public with confidence that CEnv registrants have externally verified, up-to-date competence.

The designation benefits all those concerned with environmental outcomes, including:

- **the public:** who can have confidence in the competence and professionalism of those making environment-related decisions;
- **practitioners:** through recognition as professionally qualified environmentalists operating at the forefront of their field;
- **employers:** through assurance of the capability, professionalism, and ethical standards of employees and applicants;
- **governments and public bodies:** when appointing advisers or consultants on environmental matters;
- **professional bodies:** through a consistent benchmark for environmental competence;

- **higher education:** in setting and maintaining standards for environmental learning and development;
- **regulatory bodies:** when specifying recognised professional standards; and
- **the legal system:** through the credibility of Chartered Environmentalists acting as expert witnesses.

In a context of growing environmental and climate challenges, Chartered Environmentalists are well placed to lead, influence, and make decisions that enhance public trust in environmental management and support the transition to a more sustainable future.

2 The requirements for Chartered Environmentalist registration

Chartered Environmentalist status is open to individuals who can demonstrate competence to perform work as a professional to the required standards and who commit themselves to:

- maintaining their competence;
- working within an appropriate professional code of ethics; and
- participating actively within the profession.

To enter the registration process through IChemE, a candidate must:

- be a current IChemE Chartered Chemical Engineer, bringing them within IChemE's Code of Conduct and disciplinary procedures;
- have acquired a level of knowledge equivalent to master's degree (Level seven) standard, as determined by IChemE as a Licensed Member of the Society for the Environment;
- possess sufficient relevant practical experience to be able to demonstrate the Chartered Environmentalist competences;
- demonstrate knowledge of, competence in, and engagement with the sustainable management of the environment; and
- agree to comply with the Society for the Environment's Code of Professional Conduct and IChemE's Continuing Professional Development (CPD) requirements.

Once Chartered Environmentalist registration has been achieved, registrants must maintain full Chartered Membership of IChemE and continue to meet CPD and professional conduct requirements in order to retain their CEnv designation.

2.1 Competence

Chartered Environmentalist registration is achieved through IChemE's verification of an appropriate combination of education and experience, supported by professional assessment. Within the Competence and Commitment report, applicants must provide evidence of their knowledge, understanding, and skills that underpin performance in the following competence areas:

A Application of knowledge and understanding of the environment to further the aims of sustainability.

B Leading sustainable management of the environment.

C Effective communication and interpersonal skills.

D Personal commitment to professional standards, recognising obligations to society, the profession, and the environment.

The competence examples provided in this guidance are intended to illustrate the types of evidence that may be presented. It is recognised that each candidate will have a unique engagement with the environment, depending on their role, experience, and qualifications. This specification therefore provides a **generic standard** against which competence can be assessed, while allowing for sector-specific application across IChemE's diverse membership.

	Description	Guidance
A	**Application of knowledge and understanding of the environment to further the aims of sustainability**	
A1	Understand the sustainability principles applicable to the management of the environment.	Provide evidence of understanding sustainability as the **integration of environmental, social, and economic considerations**, and that you can apply this understanding critically within your professional context to inform professional judgement and decision-making. Evidence should demonstrate **systems thinking, awareness of global and local environmental issues**, and an understanding of **resource protection** and sustainable production and consumption, including lifecycle consideration.
i	Critically analyse complex environmental information, concepts and theories to determine sustainable courses of action.	■ demonstrate critical evaluation, not description ■ show how sustainability principles influenced decisions and recommendations ■ address trade-offs between environmental, social, and economic factors and explain how these were balanced ■ demonstrate the use of professional judgement where evidence is incomplete or uncertainty exists
ii	Understand the environmental impact of the area of study or work.	■ be specific to your role and sector ■ cover direct and indirect impacts cross the value chain where relevant ■ demonstrate understanding of sustainable production and consumption ■ show awareness of relevant policy, legislative, or regulatory drivers and how these influence practice
iii	Understand the importance of natural cycles and biodiversity in sustainability and identify strategies for their maintenance and enhancement.	■ demonstrate systems thinking and global/local awareness ■ identify practical strategies for resource and biodiversity protection appropriate to the professional context ■ demonstrate understanding of how natural cycles and biodiversity relate to long term sustainability, resilience, and risk
	Some examples of how this could be demonstrated are as follows: ■ describe the relationship between economic, social, and environmental issues and how these influence professional decisions ■ understand the need for natural resource protection ■ understand the need to create sustainable enterprises ■ understand the need for sustainable consumption and production and the requirement to achieve more with less ■ identify global environmental issues and define how they can impact at a local level	
A2	Apply environmental knowledge and principled in pursuit of sustainable environmental management.	Provide evidence of **applying environmental knowledge responsibly and effectively in practice**, taking account of **environmental, social, and economic considerations**. Evidence should demonstrate the ability to **develop integrated strategies, drive continuous improvement, and influence stakeholders**, including customers and suppliers, within relevant regulatory and organisational frameworks.

i	Develop strategies to address complex situations that involve many interacting environmental factors.	■ demonstrate integrated thinking across environmental, social, and economic factors ■ show development of strategy and options appraisal, not just execution ■ reference relevant regulatory frameworks where appropriate, and explain how these informed strategic choices
ii	Determine measures to deliver continuous improvement in sustainable environmental management.	■ demonstrate improvement over time, using appropriate indicators or evidence ■ show influence beyond your immediate role ■ include customers, suppliers, or contractors where relevant ■ show learning from outcomes and how this informed subsequent actions or refinements
iii	Negotiate contracts and arrangements with relevant stakeholders.	■ identify stakeholders clearly, including their interests, influence, and constraints ■ demonstrate negotiation or influence ■ show balanced consideration of outcome, addressing environmental, social, economic, and risk implications ■ demonstrate how sustainable outcomes were secured within practical or commercial constraints
	Some examples of how this could be demonstrated are as follows: ■ promote environmental improvement throughout the organisation's customer and supplier networks ■ have regard to relevant legislation and regulatory frameworks, including social, diversity, and employment legislation, and demonstrate how these shape decisions and agreements ■ operate and act responsibly, taking account of the need to progress simultaneously environmental, social, and economic outcomes, including where compromises or trade-offs are required	
A3	Identify, analyse and anticipate the impact of problems and environmental trends to develop practical sustainable solutions.	Provide evidence of **identifying and analysing complex environmental problems**, understanding **environmental systems and trends**, and **anticipating future impacts**. Evidence should demonstrate sound judgement, originality, and the ability to develop **practical solutions**, including making and defending environmental arguments that are not driven solely by economic considerations.
i	Identify and assess the impact of complex problems working sometimes with incomplete data.	■ address complexity and uncertainty explicitly ■ demonstrate understanding of cause-and-effect relationships ■ show use of professional judgement in evaluating risks, assumptions, and limitations of available data
ii	Demonstrate self-direction and originality in tackling and addressing problems.	■ show initiative beyond assigned tasks ■ demonstrate originality and courage in decision-making ■ avoid relying solely on economic justification

iii	Demonstrate a critical awareness of current environmental matters and trends reflecting relevant heritage where appropriate and anticipate and assess future impacts.	■ demonstrate systems and cycle-based understanding ■ link global issues to local or organisational impacts ■ show awareness of emerging trends and how these may influence future decisions, risks, or opportunities ■ demonstrate anticipation, not just reaction, to environmental change
iv	Critically analyse and embrace new environmental information and advance knowledge, skills, and competence in the environmental field to develop practical sustainable solutions.	■ show learning applied in practice ■ focus on competence development ■ demonstrate how new information or learning led to changed approaches, improved outcomes, or revised decisions
B	**Leading Sustainable Management of the Environment**	
B1	Promote behavioural and cultural change by influencing others to secure environmental improvements that go beyond statutory requirements.	Provide evidence of **leading and influencing people and organisations** to improve environmental performance **beyond legal compliance**. Evidence should demonstrate the ability to **shape behaviours, embed good practice, apply appropriate assessment methodologies**, and use **creativity and innovation** to support sustainable development.
i	Develop good practices that go beyond statutory requirements by learning from results.	■ demonstrate selection and application of assessment tools ■ show learning from results, not just completion of assessments ■ explicitly address 'beyond compliance' ■ demonstrate how lessons learned informed improved practices, standards, or behaviours over time
ii	Lead, advise and support others to improve their understanding of the wider environmental context.	■ show leadership through explanation and support ■ show how improved understanding in others led to changed behaviours, decisions, or performance ■ demonstrate capability-building in others ■ avoid positioning yourself as the sole expert
iii	Advocate sustainable management of the environment by identifying issues, potential risks, benefits and opportunities and influence others, in particular from other disciplines, to contribute to environmental protection and improvement.	■ demonstrate creativity and innovation, not just compliance ■ demonstrate effective advocacy through persuasion, collaboration, and evidence based arguments ■ show influence across disciplines ■ link ideas to sustainable development outcomes
	Some examples of how this could be demonstrated are as follows: ■ identify and agree appropriate environmental assessment methodologies (which might include Life Cycle Assessment, Environmental Impact Assessment, and Strategic Environmental Assessment) ■ use imagination, creativity, and innovation to provide products and services that support the principles of sustainable development ■ influence organisational culture, policies, or practices to achieve sustained environmental improvement beyond minimum requirements	

B2	Develop and maintain a strategic environmental approach.	Provide evidence of taking a **strategic, forward-looking approach** to environmental management. This includes understanding **current and emerging legislation**, anticipating environmental change, and ensuring that decisions are **robust, evidence-based, and resilient to future requirements**, rather than driven solely by short-term considerations.
i	Develop innovative strategies for sustainable development and environmental improvement.	■ demonstrate awareness of current legislation ■ demonstrate how long term environmental trends were translated into actionable strategic plans ■ show anticipation of future regulatory direction ■ link foresight to present-day strategy
ii	Promote inclusion and diversity and engage and collaborate with others to promote inter-disciplinary approaches to environmental challenges.	■ show collaboration across disciplines ■ demonstrate shared interpretation of evidence
iii	Evaluate constraints and exploit opportunities for the development and transfer of environmentally appropriate techniques, skills, methods, processes, and behaviours.	■ demonstrate evidence-based decision-making ■ demonstrate balanced judgement in managing constraints while progressing sustainable outcomes ■ show critical evaluation of assumptions
iv	Identify and manage risks to the environment encompassing health and safety, technologies, business, and reputation.	■ show anticipation, not just reaction ■ link environmental change to organisational risk
	Some examples of how this could be demonstrated are as follows: ■ understand current environmental legislation and anticipate its future direction ■ demonstrate how future possible legislation influences current decision-making ■ anticipate possible environmental change and predict possible consequences ■ ensure that the approach is robust and based on scientific evidence ■ embed environmental considerations into strategic planning, governance, or investment decisions	
B3	Demonstrate leadership and management skills.	Provide evidence of demonstrating **credible leadership, autonomy, and management capability** in environmental and sustainability contexts. Evidence should show the ability to **lead by example**, motivate and develop others, deliver agreed objectives, and evaluate performance, supported by **professional standing and ongoing engagement with the profession.**
i	Demonstrate autonomy and judgement in managing complex environmental and sustainability issues.	■ demonstrate independent judgement and accountability ■ reference professional standing where relevant
ii	Lead, motivate and convince others to agree and deliver environmental and sustainability objectives.	■ show motivation through engagement, not authority alone ■ demonstrate agreement of objectives and plans
iii	Specify the objectives of a task, implement it and critically evaluate the outcome.	■ evidence of outcome-focused leadership ■ learning applied beyond individual tasks

	Some examples of how this could be demonstrated are as follows: ■ participate in professional institutions ■ achievement of relevant professional qualifications ■ participation in educational and influencing activities ■ motivate others – agree objectives and work plans with teams and individuals ■ assess team and individual performance, and provide feedback ■ demonstrate leadership impact through delivery of environmental or sustainability objectives within teams or organisations	
C	**Effective communication and interpersonal skills**	
C1	Communicate the environmental case confidently, clearly, autonomously, objectively, and competently.	Provide evidence of **communicating the environmental and sustainability case effectively as a leader**, influencing understanding, decisions, and behaviours. Communication should demonstrate clarity, confidence, reflection, and the ability to support **sustainable outcomes through dialogue, feedback, and engagement with a wide range of stakeholders**.
i	Deliver presentations to a diverse range of audiences.	■ demonstrate adaptation to audience needs ■ demonstrate how communication improved understanding or informed decisions ■ show reflection and learning from feedback ■ focus on clarity and influence, not volume of information
ii	Chair, lead and contribute to debates, meetings, and discussions.	■ show active facilitation and leadership ■ demonstrate integration of sustainability into discussions ■ include business and contractual contexts where relevant
iii	Lead and promote stakeholder engagement.	■ demonstrate leadership through engagement ■ show two-way communication with stakeholders ■ link engagement to sustainable outcomes
	Some examples of how this could be demonstrated are as follows: ■ actively build best practice from feedback, reflection, and experience to improve future activities, including environmental solutions ■ facilitate appropriate contractual and business arrangements with other stakeholders (principals, subcontractors, suppliers, etc) ■ encourage others to understand the wider sustainability picture ■ provide leadership ensuring development is carried out in a sustainable manner	
C2	Ability to liaise with, negotiate with, handle conflict, and advise others, in individual and/or group environments (either as a leader or member).	Assessors are looking for evidence that the applicant can **work effectively with others to influence decisions and behaviours**, negotiate balanced outcomes, and resolve conflict in support of environmental and sustainability objectives. Evidence should demonstrate **persuasion, adaptability, and impact**, including the ability to promote new solutions and drive organisational and cultural change.
i	Build relationships to capture and incorporate the opinions and contributions of others.	■ demonstrate relationship-building, not consultation only ■ show how others' input influenced outcomes

ii	Understand the motives and attitudes of others to reach agreement.	■ show awareness of differing motivations ■ demonstrate alignment of sustainability with value
iii	Lead decision-making and champion group decisions.	■ demonstrate leadership in decision processes ■ demonstrate accountability for implementing and supporting group decisions ■ show commitment to agreed outcomes
iv	Resolve conflict to achieve common goals within groups, and tasks.	■ demonstrate constructive conflict resolution ■ show influence on behaviour and culture
	Some examples of how this could be demonstrated are as follows: ■ identify and influence users' needs and opportunities for sustainability improvement ■ assess marketing needs and contribute to marketing strategies ■ identify constraints and exploit opportunities for the appropriate development and transfer of technology within own chosen field of competence ■ promote new environmental applications and/or solutions when appropriate ■ influence others to promote behavioural, organisational, and cultural change	
D	**Personal commitment to professional standards, recognising obligations to society, the profession, and the environment**	
D1	Plan, undertake and evaluate CPD activities to maintain and enhance competence in area of practice.	Provide evidence of **actively manages your professional competence**, reflects on experience, and uses CPD to **improve effectiveness, influence, and professional standards**. Evidence should show **learning applied in practice**, including improved communication, leadership, and contribution to the wider profession.
i	Plan, undertake, reflect on, and evaluate CPD activities.	■ demonstrate a planned and reflective cpd approach ■ show how learning has improved professional practice, not just knowledge ■ include communication, leadership, or professional contribution where relevant
	Some examples of how this could be demonstrated are as follows: ■ objectively facilitate, contribute to, chair, and record meetings and discussions ■ prepare letters, documents, and reports to a professional standard ■ exchange information and provide objective advice to colleagues ■ engage with a wider audience by writing well-informed articles, guidelines, books, etc	
D2	Assess and resolve environmental ethical issues.	Provide evidence of demonstrating ethical, responsible and accountable professional behaviour, including awareness of the limits of their own competence, respect for others' needs and concerns, and the ability to support, develop and be accountable to colleagues and stakeholders. Evidence should show ethical practice embedded in everyday professional behaviour, not just responses to extreme situations.
i	Identify, assess, and resolve, and encourage others to resolve, environmental ethical issues.	■ demonstrate self-awareness and accountability ■ show consideration of others' needs and perspectives ■ include encouragement or support of ethical behaviour in others ■ demonstrate how ethical issues were recognised and addressed in routine professional decisions

ii	Improve environmental practice by addressing complex ethical issues.	■ show learning and development applied in practice ■ include mentoring or support of others ■ demonstrate improvement beyond personal performance ■ demonstrate how ethical considerations led to improved outcomes for organisations, stakeholders, or the environment
	Some examples of how this could be demonstrated are as follows: ■ provide appropriate feedback to colleagues and recommend relevant improvements ■ objectively present conclusions of environmental debates clearly and concisely when consulted	
D3	Understand, demonstrate and advocate compliance with relevant codes of conduct and practice.	Provide evidence of understanding and applying professional codes of conduct in practice, and actively promoting good professional behaviour in others. Evidence should demonstrate objectivity, integrity, constructive feedback, and the ability to present balanced environmental conclusions clearly when advising colleagues or stakeholders.
i	Understand, comply, and advocate compliance with relevant codes of conduct and practice.	■ demonstrate understanding of professional obligations ■ show how you promote good practice in others ■ include examples of objective, balanced advice
	Some examples of how this could be demonstrated are as follows: ■ comply with the ethical standards and rules of professional conduct of own professional body ■ work constructively within relevant legislation and regulatory frameworks, including social, diversity, and employment legislation	

2.2 Continuing Professional Development

As a Chartered Chemical Engineer and Chartered Environmentalist, you are expected to maintain your competence by undertaking appropriate continuing professional development (CPD). This should include:

- identifying and prioritising your development needs and opportunities;
- pursuing a development action plan using a range of appropriate learning opportunities;
- recording development achievements; and
- evaluating achievements and reviewing against needs.

Please refer to **IChemE's CPD policy**

2.3 Code of Professional Conduct

In addition to the requirements of the Constituent Body through which an application is made, applicants will also be required to comply with the following Society for the Environment Code of Professional Conduct.

As a Chartered Environmentalist I will:

- act in accordance with the best principles for the mitigation of environmental harm and the enhancement of environmental quality;
- strive to ensure that the uses of natural resources are fair and sustainable, taking account of the needs of a diverse society;
- use my skills and experience to serve the needs of the environment and society;

- serve as an example to others for responsible environmental behaviour;
- not engage in conduct involving dishonesty, fraud, misrepresentation or discrimination; and
- commit to maintaining my personal professional competence and strive to uphold the integrity and competence of my profession.

3 Making your application

3.1 Application checklist

To apply for Chartered Environmentalist (CEnv) registration through IChemE, please submit your completed application by email to applications@icheme.org including:

- your **Competence and Commitment report**, demonstrating how you meet the CEnv competences (see Section 2.2 and Appendix A for suggested example);
- a **supporter form**, validated by at least two mentors, sponsors, or supervisors who can confirm the authenticity of your application and your professional competence;
- your **curriculum vitae (CV)**, cross-referenced to the examples and evidence in your Competence and Commitment report; and
- the **application fee** of £72.

Your supporters should ideally be Chartered Environmentalists themselves and specify their relationship to you, including the number of years they have known you.

By submitting an application, you confirm your commitment to **IChemE's CPD requirements (see section 2.3)** and the **Society for the Environment's Code of Professional Conduct (see section 2.4)**, and agree that your information may be stored and used in accordance with GDPR.

3.2 Assessment process

Chartered Environmentalist applications are assessed through a **Professional Review**, which evaluates your knowledge, skills, and experience against the CEnv competences outlined in Section 2.2. The assessment process has two key elements:

1 **Written submission:** your Competence and Commitment report and supporting evidence are reviewed by **at least two independent Chartered Environmentalists**, trained in the professional assessment process, to confirm that you meet the eligibility criteria and demonstrate all competences. The review takes into account your CV, qualifications, and work-based evidence.

2 **Professional Review Interview (PRI):** applicants whose written submissions meet the required standards are invited to a Professional Review Interview. The purpose of the PRI is to explore your experience, knowledge, and professional engagement, providing an opportunity to demonstrate your competence in practice.

The interview may be conducted face-to-face or via video conferencing, with robust procedures to confirm your identity and ensure the integrity of the assessment.

3.3 Outcome and registration

The PRI panel assesses each applicant against **all 11 CEnv competences**. A recommendation for registration is made only if the panel is satisfied that the applicant has demonstrated all competences to the required standard. Applicants are normally notified of the outcome within **three months** of the interview.

Once approved, the applicant is registered as a **Chartered Environmentalist**, and IChemE forwards the details to the Society for the Environment. Registration is valid while the applicant maintains **full Chartered Membership of IChemE**, continues CPD, and meets the Society's professional standards.

Former registrants who have been suspended for non-payment of fees or other reasons may be reinstated within a **three-year window** without a new interview, provided they remain up to date in competence and professional conduct.

Appendix – possible examples for each competence question

This appendix provides two illustrative examples for each competence question to support applicants in preparing their Competence and Commitment report. These examples are intended to help applicants understand the level of depth, reflection, and professional judgement expected within their written submission.

The examples provided are not exhaustive and do not represent the only acceptable forms of evidence. They are offered solely for guidance purposes. Applicants are not expected to replicate these examples, nor to demonstrate identical experiences. Each applicant's professional context, role, and sector will be different, and assessors recognise that competence can be demonstrated in a wide variety of ways.

Applicants should ensure that their submission reflects their own experience, clearly demonstrates personal contribution, and evidences competence through specific, outcome-focused examples. The emphasis should be on critical evaluation, professional judgement, and impact, rather than description of duties.

Section A – Application of knowledge and understanding of the environment to further the aims of sustainability

A1: Understand the sustainability principles applicable to the management of the environment

Please evidence how you:

(1) Critically analyse complex environmental information, concepts and theories to determine sustainable courses of action:

Example 1

While working at *Company X*, I led the environmental assessment for a proposed modification to an existing process unit intended to increase throughput. I evaluated several design options by applying life-cycle thinking alongside detailed mass and energy balances to compare greenhouse gas emissions, energy use, water demand, waste generation, capital cost, and long-term operational resilience. I critically reviewed emissions data and vendor information, challenged assumptions around system boundaries, and considered uncertainty in upstream raw material sourcing and downstream waste treatment. Using sustainability principles such as resource efficiency and minimising environmental burden per unit of output, I recommended an option that delivered lower lifetime emissions and energy demand, even though it offered a smaller short-term production increase. This ensured the selected solution supported sustainable production rather than optimising a single environmental or financial parameter. This recommendation was accepted by the project team and incorporated into the final design basis.

Example 2

At a large chemicals manufacturing facility, I led an evaluation of alternative raw materials for a key solvent based process after the supplier notified changes in feedstock availability. I assessed environmental implications by examining solvent toxicity profiles, potential atmospheric emissions, worker exposure risks, storage constraints, and community concerns about odour nuisance. I reviewed occupational hygiene data, predicted off site dispersion using available meteorological information, and compared options against evolving regional chemical management regulations. One candidate material had a lower carbon footprint but produced more harmful VOCs and required additional risk controls. Using sustainability principles and balancing environmental, social, and operational factors, I recommended a less hazardous substitute with a more favourable emissions profile and safer handling characteristics, even though it increased procurement cost. This decision reduced community impact and long term environmental risk while maintaining operational continuity.

(2) Understand the environmental impact of the area of study or work:

Example 1

In my role as a chemical engineer, I have developed a strong understanding of the environmental impacts associated with industrial processing, including emissions to air, effluent discharges, energy and raw material consumption, and solid and hazardous waste generation. At *Company X*, I routinely assessed how process conditions and operating practices influenced these impacts and how they were affected by regulatory requirements, supply chain choices, and customer expectations. I applied this understanding during project development and routine operations by incorporating best available techniques, emissions abatement measures, and energy efficiency improvements, for example, by adjusting operating conditions to reduce flaring frequency and optimising effluent treatment performance. This enabled me to reduce environmental impacts while ensuring compliance and maintaining safe, reliable, and economically viable operations.

Example 2

In my role supporting plant operations at a bulk polymers facility, I developed a strong understanding of how routine activities influenced environmental performance across the value chain. For example, adjustments in reactor pressure and polymer drying conditions affected particulate emissions, while packaging-material choices influenced downstream waste generation. I regularly monitored performance indicators such as fugitive dust, off gas capture efficiency, noise levels from rotating equipment, and micro spillages contributing to plastic pellet loss. I also kept abreast of regional environmental standards and customer sustainability expectations, integrating these into operating reviews. This understanding allowed me to guide operations teams on changes, such as modifying drying temperatures and improving pellet handling practices, that reduced emissions and material loss without compromising production targets.

(3) Understand the importance of natural cycles and biodiversity in sustainability and identify strategies for their maintenance and enhancement:

Example 1

I understand the importance of natural cycles and biodiversity in sustaining environmental systems and protecting natural resources. While supporting environmental performance at *Company X*, I considered carbon and water cycles when reviewing energy use, water abstraction, reuse, and effluent discharge quality, recognising how climate change and water scarcity could affect local receiving environments and long term operational resilience. I supported practical measures to protect ecosystems, including reducing contaminant loads to surface waters, improving secondary containment and spill prevention, and working with environmental specialists to assess potential impacts on nearby habitats. These actions helped minimise risks to local biodiversity while supporting responsible and sustainable industrial activity.

Example 2

While assessing improvements to an industrial site's stormwater management system, I considered how rainfall patterns, seasonal runoff characteristics, soil infiltration rates, and natural drainage pathways influenced pollutant transport into adjacent wetlands. The facility was located near a biodiversity sensitive corridor supporting amphibians and migratory birds, so I collaborated with ecologists to understand habitat sensitivities. I identified opportunities such as installing vegetated swales, redesigning spill containment points, and modifying cleaning schedules to prevent contaminated wash water from entering surface drains during peak rainfall periods. These strategies strengthened biodiversity protection, enhanced the site's resilience to heavy rainfall events, and ensured alignment with local watershed management objectives.

A2: Apply environmental knowledge and principles in pursuit of sustainable environmental management

Please evidence how you:

(1) Develop strategies to address complex situations that involve many interacting environmental factors:

Example 1

At *Company X*, I contributed to the development of an environmental strategy for a site-wide upgrade programme that involved changes to process operations, utilities, and waste management arrangements. The strategy had to balance regulatory compliance, emissions reduction targets, operational reliability, workforce considerations, and cost constraints. I applied systems thinking to assess interactions between air emissions, energy use, water consumption, waste generation, and supply chain impacts. I reviewed applicable environmental legislation alongside health, safety,

and employment requirements to ensure that proposed measures were practical, inclusive, and responsible. Based on this analysis, I helped develop a phased implementation plan that prioritised high-impact improvements while maintaining production continuity and supporting fair and safe working practices. The phased plan included decision gates tied to environmental KPIs and regulatory milestones, ensuring options remained viable under changing policy or supply constraints.

Example 2

At a multipurpose process site, I contributed to developing an integrated environmental strategy for consolidating several ageing storage tanks. The project required simultaneous consideration of emissions control, groundwater protection, noise impacts from new pumping systems, and the safety requirements for handling multiple chemical classes. I reviewed relevant hazardous substances regulations and community noise guidelines and facilitated risk ranking workshops to evaluate trade-offs between tank replacement, refurbishment, and decommissioning. My systems based assessment highlighted that relocating certain tanks reduced groundwater risk but increased noise exposure for nearby residential areas. I recommended a hybrid strategy that included targeted double bottom upgrades, enhanced leak detection systems, and acoustic enclosures for pumps. This integrated plan delivered compliance, reduced environmental risks, and maintained stakeholder confidence.

(2) Determine measures to deliver continuous improvement in sustainable environmental management:

Example 1

In my role, I have determined and implemented measures to deliver continuous improvement in environmental performance by setting clear objectives and monitoring performance against defined indicators. At *Company X*, I supported the development of site environmental targets related to energy efficiency, water use, and waste reduction. I analysed performance trends, audit findings, and incident data to identify recurring issues and improvement opportunities. This led to practical measures such as updating operating procedures, improving operator training, and introducing enhanced monitoring of emissions and discharges. I also worked with suppliers and contractors to encourage improved environmental practices, ensuring that improvements delivered measurable reductions in environmental impact while remaining operationally and economically effective. Quarterly reviews showed year on year improvements (energy –XX%, water –YY%, general waste –ZZ%), with actions expanded to two supplier contracts via revised specifications.

Example 2

At a specialty chemicals plant, I initiated an improvement programme aimed at reducing small, recurring loss of containment incidents. Using incident data, operational logs, and maintenance backlog trends, I identified patterns linked to equipment ageing and inconsistent operator checks. I then introduced new seal integrity performance indicators, weekly visual inspection routines, and improved gasket tracking practices, and engaged contractors to strengthen housekeeping standards. Within six months, minor loss of containment events dropped by over XX%, and secondary containment cleanliness scores from internal audits improved by YY%. These results reinforced environmental discipline across shifts, and the lessons learned were incorporated into updated training modules and future maintenance planning.

(3) Negotiate contracts and arrangements with relevant stakeholders:

Example 1

I regularly engage with internal and external stakeholders to agree arrangements that support sustainable environmental management. For example, at *Company X*, I contributed to discussions with waste management contractors and key suppliers to define environmental requirements within service contracts. This included specifying waste segregation standards, reporting requirements, and compliance with relevant environmental legislation. I worked with procurement and operations teams to balance environmental performance expectations with commercial and operational considerations. Through this collaborative approach, I helped secure arrangements that reduced environmental risk, improved transparency and performance, and aligned supplier practices with organisational sustainability objectives.

Example 2

While supporting waste management improvements at a large industrial site, I engaged with third party waste contractors, raw material suppliers, and internal purchasing teams to revise environmental requirements in service agreements. Stakeholders had differing priorities: contractors focused on logistics efficiency, suppliers on cost, and operations on convenience. I clarified expectations relating to segregation of incompatible wastes, documentation quality, traceability of recycled streams, and compliance with new regional hazardous waste regulations. Through

structured discussions, I negotiated contract clauses that introduced stricter spill prevention measures, mandatory training for drivers, and transparent reporting of waste recovery rates. These changes enhanced environmental assurance while managing commercial constraints.

A3: Identify, analyse, and anticipate the impact of problems and environmental trends to develop practical sustainable solutions

Please evidence how you:

(1) Identify and assess the impact of complex problems working sometimes with incomplete data:

Example 1

At *Company X*, I was involved in assessing the environmental implications of legacy process equipment where historical emissions and discharge data were incomplete. To evaluate potential impacts, I used engineering judgement supported by conservative assumptions and sensitivity analysis to assess risks to air quality, water bodies, and waste management systems. I considered potential links between resource use, contaminant release, and impacts on local ecosystems and communities. Where uncertainty was high, I adopted a precautionary approach and recommended additional monitoring and sampling to improve understanding before final decisions were taken. This ensured that environmental risks were managed proportionately while remaining defensible to regulators and stakeholders.

Example 2

During an investigation at an older industrial site, I was tasked with assessing whether intermittent odour complaints from nearby residents were linked to onsite activities, despite limited historical monitoring data. I gathered the available complaint logs, production schedules, meteorological patterns, and equipment maintenance records. By correlating wind direction and process vent timings, I identified probable sources even without continuous monitoring equipment. I applied conservative assumptions regarding emission rates and recommended immediate controls such as temporary carbon filters and improved vent scheduling. I also proposed a phased monitoring plan to validate assumptions. This ensured the issue was addressed responsibly under uncertainty.

(2) Demonstrate self-direction and originality in tackling and addressing problems:

Example 1

I demonstrate self-direction by proactively identifying environmental risks and improvement opportunities beyond immediate compliance requirements. For example, at *Company X*, I independently reviewed routine operations that contributed to high water consumption and identified opportunities for reuse that were not part of an existing project scope. I developed an original, site-specific proposal that balanced environmental benefit with operational practicality and capital constraints. Although the business case was initially marginal, I advocated for the change based on long-term resource resilience, reduced environmental risk, and professional responsibility, which ultimately led to implementation. Post implementation checks confirmed a ~XX% reduction in freshwater abstraction with no measurable impact on product quality or cycle time.

Example 2

Noticing recurring blockages in a plant's cooling water side stream filtration unit, which contributed to elevated discharge turbidity, I independently initiated a review outside my assigned scope. Rather than focusing on equipment fixes alone, I assessed upstream contamination sources, operational cleaning practices, and chemical dosing routines. I discovered that occasional polymer carryover from a nearby process exacerbated fouling. I developed an original proposal combining procedural changes, improved interunit communication, and minor retrofit of a pre-screen. Although the issue was not initially prioritised, the practical solution addressed root causes, reduced environmental loading, and improved system reliability.

(3) Demonstrate a critical awareness of current environmental matters and trends and trends reflecting relevant heritage where appropriate and anticipate and assess future impacts:

Example 1

I maintain a critical awareness of current environmental issues such as climate change, biodiversity loss, and resource scarcity, and understand how industrial activities contribute to these challenges. At *Company X*, I considered how increased frequency of extreme weather events and water stress could affect site operations, effluent management, and local receiving environments. I assessed how disruptions to carbon and water cycles could create future regulatory, operational, and reputational risks. This understanding informed long-term planning discussions, including resilience measures for utilities and more robust environmental controls.

Example 2

As part of sitewide planning at a manufacturing complex, I evaluated how upcoming international conventions on persistent organic pollutants and shifting regional air quality policies could influence future chemical use constraints. I assessed how potential bans, stricter discharge limits, and evolving community expectations might affect process chemistry, utility demand, and end of pipe treatment requirements. I modelled scenarios such as stricter VOC thresholds and reduced permissible discharge temperatures. These insights informed long term capital planning, including earlier than-planned upgrades to thermal oxidisers and replacement of certain solvent handling systems to avoid regulatory locking and reputational risk.

(4) Critically analyse and embrace new environmental information and advance knowledge, skills, and competence in the environmental field to develop practical sustainable solutions:

Example 1

I actively engage with new environmental guidance, research, and best practice to improve my competence and develop practical solutions. For example, I reviewed emerging guidance on energy efficiency and emissions reduction and applied this learning to identify process optimisation opportunities at *Company X*. I critically evaluated which approaches were applicable to the site context and worked with colleagues to translate new knowledge into practical improvements. I captured lessons in a short technical note and updated the site 'good practice library,' enabling peers to replicate the optimisation on two sister lines. Through reflection and application, I ensured that learning led to measurable environmental benefit rather than remaining theoretical.

Example 2

I regularly engage with new environmental knowledge by reviewing updated technical guidance, sustainability frameworks, and peer reviewed research. After learning about advances in real time environmental monitoring and low cost sensor networks, I assessed their applicability to improve leak detection and stormwater quality tracking at the facility. I evaluated sensor limitations, calibration requirements, and integration into existing data management systems. Based on this learning, I proposed a pilot installation to provide earlier detection of anomalies. Implementing this helped improve responsiveness to environmental risks and strengthened evidence based decision making.

Section B – Leading sustainable management of the environment

B1: Promote behavioural and cultural change by influencing others to secure environmental improvements that go beyond statutory requirements

Please evidence how you:

(1) Develop good practices that go beyond statutory requirements by learning from results:

Example 1

At *Company X*, I supported the development of environmental practices that went beyond regulatory compliance by introducing structured assessment and review approaches to inform decision-making. For example, during a process improvement project, I encouraged the use of life cycle thinking to compare options that were all legally compliant but had differing long-term environmental impacts. I reviewed assessment outputs alongside operational performance data and lessons learned from previous projects to identify recurring sources of waste and inefficiency. This led to improvements in design standards and operating practices that reduced energy use and waste generation beyond statutory requirements. By embedding learning from results into routine reviews, I helped establish a culture of continuous environmental improvement rather than minimum compliance. The revised standards were adopted into our site procedures within one quarter, and a 12 month review showed a XX% reduction in energy intensity and a YY% decrease in general waste versus baseline.

Example 2

At an oleochemical site, I introduced an enhanced environmental review methodology that incorporated community concern mapping and resource efficiency indicators, even though these were not required by regulation. By analysing trends in previous near misses and reviewing international best practice, I identified recurring factors contributing to energy losses and minor emissions. I recommended voluntary adoption of more stringent internal standards for tank vent management and energy monitoring. These improvements went beyond compliance and were progressively embedded into engineering and operational procedures, fostering a culture of continual improvement supported by learning from results.

(2) Lead, advise and support others to improve their understanding of the wider environmental context:

Example 1

I regularly lead, advise, and support colleagues to improve their understanding of the wider environmental context and how their decisions affect environmental outcomes. At *Company X*, I worked with engineers, operations staff, and project managers to explain how environmental assessment findings, sustainability principles, and regulatory expectations should influence design and operational choices. I advised on the selection of appropriate environmental tools and helped interpret results in a clear and practical way, linking them directly to day-to-day decisions. Post coaching surveys showed a XX% increase in self reported confidence using LCA screens and follow up design reviews evidenced earlier integration of sustainability criteria. By translating complex environmental information into accessible guidance, I improved confidence and capability across teams and encouraged shared ownership of environmental performance.

Example 2

In my work with operations teams, maintenance personnel, and logistics staff, I led targeted briefings to explain how environmental conditions, community expectations, and sustainability objectives should influence day to day decisions. For example, I ran short sessions on the environmental rationale behind noise control and odour prevention measures, translating technical requirements into practical actions operators could take. Within three months, this resulted in a XX% increase in proactive environmental risk reports and a noted reduction in minor housekeeping nonconformities, reflected in internal audit scores. The improved understanding helped embed more consistent behaviours and strengthened overall environmental discipline across shifts.

(3) Advocate sustainable management of the environment by identifying issues, potential risks, benefits and opportunities and influence others, in particular from other disciplines, to contribute to environmental protection and improvement:

Example 1

I actively advocate sustainable environmental management by influencing others to consider alternative approaches that reduce environmental impact and deliver long-term value. For example, at *Company X*, I challenged established practices around material use and waste handling by proposing innovative changes to specifications and operating methods that reduced resource consumption. I presented evidence-based options that demonstrated environmental benefits alongside operational and reputational advantages, even where changes were not driven by regulation. Through constructive challenge and collaboration, I influenced colleagues from different disciplines to adopt more sustainable practices, helping to embed environmental responsibility into routine decision-making. Procurement incorporated these criteria into the framework agreement, and supplier scorecards now track materials intensity and recovery rates quarterly.

Example 2

During a project to revise chemical storage practices across a multidisciplinary group, I identified opportunities to reduce solvent losses and improve handling safety through container standardisation and improved ventilation design. These recommendations were not driven by regulation but by best practice. I prepared clear evidence showing how these adjustments would reduce waste, improve workplace health, and strengthen the site's reputation. By presenting options transparently and encouraging engineering, safety, and procurement departments to co-develop the final design, I influenced adoption of more sustainable practices across the site.

B2: Develop and maintain a strategic environmental approach

Please evidence how you:

(1) Develop innovative strategies for sustainable development and environmental improvement:

Example 1

At *Company X*, I contributed to the development of a longer-term environmental strategy by monitoring current environmental legislation and emerging policy trends relevant to our operations. I reviewed proposed regulatory changes relating to emissions limits and energy efficiency and assessed how future tightening could affect existing assets and planned investments. By highlighting potential risks of regulatory lock-in, I influenced project teams to consider more sustainable design options at an early stage. This forward-looking approach helped ensure that current decisions supported long-term compliance, reduced environmental impact, and avoided costly retrofitting in the future.

Example 2

At a large integrated chemicals site, I was part of a team assessing the long term implications of anticipated tightening of greenhouse gas and water use regulations. I analysed how policy trends would impact existing cooling systems, combustion equipment, and plant energy balance. To avoid future compliance and cost risks, I developed strategic options such as transitioning to lower emission fuels, enhancing water recovery systems, and scheduling plant upgrades to coincide with planned overhauls. These forward looking strategies were incorporated into the site's multi year sustainability roadmap.

(2) Promote inclusion and diversity and engage and collaborate with others to promote inter-disciplinary approaches to environmental challenges:

Example 1

I actively promote inclusion and collaboration by working with colleagues from engineering, operations, safety, legal, and commercial functions to interpret environmental and legislative change in a balanced way. At *Company X*, I facilitated discussions that brought together different perspectives on regulatory requirements, scientific evidence, and operational constraints. By encouraging open dialogue and shared ownership of environmental objectives, I helped develop strategies that were practical, inclusive, and supported across the organisation, rather than being viewed solely as compliance-driven or externally imposed.

Example 2

I regularly facilitated workshops that brought together engineers, environmental scientists, purchasing teams, operators, and safety specialists to evaluate sustainability opportunities. By encouraging open dialogue and ensuring all perspectives were considered, from process feasibility to environmental risk to workforce welfare, we co-developed solutions such as alternative equipment layouts and low impact chemical substitutions. This inclusive, interdisciplinary approach improved the quality and acceptance of environmental strategies across departments.

(3) Evaluate constraints and exploit opportunities for the development and transfer of environmentally appropriate techniques, skills, methods, processes, and behaviours:

Example 1

When developing environmental strategies, I evaluate technical, regulatory, and organisational constraints while identifying opportunities for improvement. For example, at *Company X*, I used emissions monitoring data, audit findings, and recognised guidance to assess the feasibility of alternative control measures. I tested assumptions, considered uncertainty, and evaluated trade-offs between environmental benefit, cost, and operational impact. This evidence-based approach supported robust and defensible decisions that could adapt to future changes in legislation or environmental conditions.

Example 2

During the assessment of an upgrade to air pollution control equipment, I evaluated system constraints such as available footprint, load variability, maintenance access, and power supply limitations. I compared possible technologies, critically assessing assumptions related to removal efficiency and lifecycle reliability. By balancing environmental benefits with operational constraints, I recommended adopting a modular system that allowed future capacity expansion without major overhaul. This ensured the solution was robust, adaptable, and aligned with long term environmental goals.

(4) Identify and manage risks to the environment encompassing health and safety, technologies, business, and reputation:

Example 1

I identify and manage risks arising from environmental and legislative change by anticipating issues such as climate-related impacts, resource constraints, and evolving regulatory expectations. At *Company X*, I considered how increased frequency of extreme weather events and water scarcity could affect operations, safety, and business continuity. I integrated these considerations into existing risk management processes and planning discussions, supporting proactive mitigation measures and more resilient environmental management aligned with long-term organisational strategy. Key environmental risks were added to the enterprise register with clear owners, indicators, and triggers; quarterly reviews now tie mitigation progress to executive KPIs.

Example 2

At a pharmaceutical intermediate plant, I conducted a cross functional review of risks linked to climate related changes, including more intense rainfall and higher temperatures. I identified vulnerabilities in stormwater infrastructure, chemical storage areas, and cooling systems. I integrated environmental risk considerations into the site's business continuity plan and recommended adaptive measures such as improved drainage, enhanced temperature monitoring, and updated emergency response protocols. This strengthened organisational resilience by embedding environmental factors into broader risk management processes.

B3: Demonstrate leadership and management skills

Please evidence how you:

(1) Demonstrate autonomy and judgement in managing complex environmental and sustainability issues:

Example 1

At *Company X*, I demonstrated autonomy and professional judgement by taking responsibility for managing complex environmental and sustainability issues within my area of competence. For example, when assessing an environmental compliance risk linked to changes in operating conditions, I evaluated environmental, safety, and operational implications and determined a proportionate course of action. I drew on my professional training, relevant guidance, and engagement with professional institutions to inform my judgement, and sought specialist input where necessary. I made defensible recommendations to management, accepted accountability for the outcome, and ensured that actions taken balanced environmental protection with operational and organisational requirements.

Example 2

When a new cleaning chemical was proposed for use in CIP (clean in place) operations at a food chemicals facility, I independently evaluated the environmental, safety, and operational implications. Without waiting for formal assignment, I consulted relevant safety sheets, wastewater plant limitations, and regulatory prohibitions. I concluded that the chemical would increase effluent treatment load and proposed safer alternatives. I presented evidence based recommendations to management, demonstrating autonomous professional judgement and responsibility for environmental protection.

(2) Lead, motivate and convince others to agree and deliver environmental and sustainability objectives:

Example 1

I lead and motivate others by agreeing clear environmental and sustainability objectives and work plans with teams and individuals. At *Company X*, I worked with engineers, operators, and contractors to define objectives related to energy efficiency and waste reduction, explaining the purpose and wider benefits of these goals. I communicated expectations clearly and encouraged ownership by involving individuals in identifying practical solutions. Through training sessions, informal discussions, and participation in wider professional and influencing activities, I helped build understanding and commitment to environmental improvement, enabling teams to deliver agreed outcomes effectively. Mid-project reviews showed >XX% completion of actions on time, with verified energy savings tracking to plan.

Example 2

I led a cross functional team tasked with reducing packaging waste associated with outbound product shipments. By setting clear sustainability objectives, facilitating workshops with warehouse and logistics teams, and engaging suppliers on recyclable materials, I built shared ownership of the initiative. My approach encouraged team participation and helped secure agreement on changes such as pallet wrapping optimisation and reusable container trials. These actions delivered a XX% reduction in packaging waste and increased recyclable content to over YY%, while also raising staff awareness of sustainability drivers across the workflow.

(3) Specify the objectives of a task, implement it and critically evaluate the outcome:

Example 1

I specify clear objectives for environmental and sustainability initiatives, implement agreed actions, and critically evaluate outcomes. For example, at *Company X*, I coordinated a programme to improve environmental monitoring and reporting. I defined objectives, allocated tasks, and monitored progress against agreed milestones. I provided constructive feedback and recognised good performance within the team. On completion, I evaluated outcomes against the original objectives, reviewed performance data, and identified lessons learned. These insights were used to refine procedures and improve future environmental management activities.

Example 2

I coordinated a project to improve secondary containment integrity across the site. I set clear objectives to eliminate avoidable contamination incidents, developed an implementation plan covering inspection frequency, repair standards, and contractor engagement, and monitored progress through defined milestones. After completion, I evaluated outcomes by comparing incident trends, maintenance backlog reduction, and operator feedback. The evaluation informed further refinements, resulting in higher environmental assurance and strengthened site reliability.

Section C – Effective communication and interpersonal skills

C1: Communicate the environmental case, confidently, clearly, autonomously and competently

Please evidence how you:

(1) Deliver presentations to a diverse range of audiences:

Example 1

At *Company X*, I regularly delivered presentations on environmental and sustainability matters to a wide range of audiences, including engineers, senior managers, operators, contractors, and non-technical stakeholders. For example, I presented the findings of an environmental assessment for a proposed process change, tailoring the level of technical detail depending on the audience. For technical teams, I focused on emissions data, assumptions, and trade-offs, while for managers and non-specialists I emphasised risks, benefits, and implications for compliance and reputation. I actively sought feedback on clarity and relevance and reflected on how effectively messages were received, using this learning to improve future presentations and support better environmental decision-making.

Example 2

I regularly presented environmental performance updates to operators, senior leaders, contractors, and community liaison groups. For a project involving updates to odour control systems, I tailored technical depth to each audience, explaining engineering principles to technical teams while focusing on community impact and health considerations for nontechnical stakeholders. Feedback from attendees indicated improved understanding of why specific controls were necessary, which supported smoother implementation.

(2) Chair, lead and contribute to debates, meetings, and discussions:

Example 1

I chair, lead, and contribute to meetings and discussions that address environmental and sustainability issues, ensuring clear structure and productive outcomes. At *Company X*, I chaired environmental review meetings involving operations, engineering, and safety representatives, setting agendas, managing time, and encouraging balanced participation. I facilitated discussion on environmental risks and improvement opportunities, prompting consideration of wider sustainability implications, including environmental, social, and economic factors. Where appropriate, I also contributed to discussions with suppliers and contractors to clarify environmental expectations and ensure they were understood and incorporated into agreed working arrangements.

Example 2

I chaired multidisciplinary review meetings on chemical storage risks, ensuring structured discussion, balanced participation, and incorporation of sustainability, safety, and commercial considerations. I encouraged departments to articulate constraints and facilitated decisions that integrated environmental requirements into procurement and layout planning. This ensured that sustainability was consistently embedded into routine decision making processes.

(3) Lead and promote stakeholder engagement:

Example 1

I lead and promote stakeholder engagement to support sustainable outcomes. For example, at *Company X*, I acted as a point of contact for internal and external stakeholders on environmental matters related to specific projects and operational changes. I communicated environmental requirements clearly, encouraged open dialogue, and ensured that concerns and feedback were captured and considered in decision-making. By building trust and shared

understanding with colleagues, contractors, and specialist advisers, I supported collaborative relationships that enabled environmental risks to be managed effectively and improvements to be delivered beyond minimum compliance.

Example 2

As the environmental focal point for a site expansion project, I coordinated engagement with regulators, engineering consultants, neighbours, and internal teams. I ensured two way communication by gathering concerns (eg noise, increased traffic) and presenting clear information on mitigation measures. This collaborative engagement supported a smoother permitting process and strengthened relationships with external stakeholders.

C2: Ability to liaise with, negotiate, handle conflict and advise others, in individual and/or group environments (either as a leader or member)

Please evidence how you:

(1) Build relationships to capture and incorporate the opinions and contributions of others:

Example 1

While working at *Company X*, I established strong relationships with operations teams, contractors, and environmental specialists to inform process improvement initiatives. By engaging early in project planning, I captured diverse perspectives, including operational constraints, technical feasibility, and commercial considerations. This collaborative approach enabled the development of environmental solutions that were practical, effective, and widely accepted. For example, during a process redesign, input from operators and suppliers allowed me to optimise emissions reduction measures without compromising production continuity or safety.

Example 2

While revising the waste segregation system, I invested time in building strong working relationships with operators, cleaners, maintenance staff, and warehouse teams to understand the practical realities of waste handling across the site. Through informal walkthroughs, shift huddles, and small group discussions, I gathered detailed insights on operational pinch points, for example, bins positioned too far from workstations, unclear colour coding that caused mixing of incompatible wastes, and inconsistent practices during peak production periods. Using this feedback, I redesigned the system to include better placed containers, simplified visual labelling, and clearer standard routines for each department. I also worked with supervisors to ensure the changes were built into onboarding and daily briefings. As a result, waste contamination rates decreased significantly, recycling capture improved, and staff expressed stronger ownership over the new system because they recognised their direct input had shaped it. This collaborative approach also strengthened cross department engagement and reinforced shared responsibility for environmental performance.

(2) Understand the motives and attitudes of others to reach agreement:

Example 1

In negotiating environmental requirements for a supply chain project, I identified key drivers for stakeholders, including cost control, regulatory compliance, and operational efficiency. By framing sustainable solutions in terms that aligned with their priorities – demonstrating how energy efficiency improvements could reduce costs and carbon emissions simultaneously – I secured agreement on modifications that improved environmental performance while supporting business objectives. Understanding these motivations was critical to achieving consensus and adoption of the proposed solutions.

Example 2

In discussions with the production team on transitioning to lower toxicity cleaning agents, I recognised their priority for rapid turnaround and minimal downtime. I presented comparative cleaning performance data to demonstrate that more environmentally benign options met their operational needs while reducing chemical handling risks. This alignment of sustainability with production priorities secured agreement and support for the change.

(3) Lead decision-making and champion group decisions:

Example 1

I have led decision-making groups in environmental management contexts, facilitating structured discussions and presenting clear, evidence-based options. For instance, during a project to reduce water usage, I guided a

multidisciplinary team through assessment of alternative technologies, encouraged debate on trade-offs, and ensured the group reached a consensus on the most sustainable approach. After decisions were made, I championed their implementation by coordinating follow-up actions, monitoring outcomes, and reporting results to both technical teams and senior management, ensuring accountability and progress.

Example 2

During a project reviewing options for improving stormwater quality, I led decision-making workshops, guiding the team through comparative assessment of physical, chemical, and operational controls. Once the group agreed on a preferred strategy, I championed implementation by coordinating design work, securing budget support, and monitoring progress. I ensured all team members understood the rationale to maintain commitment to the outcome.

(4) Resolve conflict to achieve common goals within groups, and tasks:

Example 1

I resolve conflict constructively by focusing on shared objectives and evidence-based outcomes. In one case, production and environmental teams disagreed over implementing new waste handling procedures. I facilitated open discussion, addressed concerns about operational impact, and presented data showing long-term compliance and efficiency benefits. This negotiation not only resolved the disagreement but also fostered collaboration, leading to an environmentally sound solution that both teams supported.

Example 2

A conflict emerged between operations and maintenance regarding the scheduling of equipment shutdowns required for environmental upgrades. I facilitated a structured discussion, clarifying constraints and highlighting long term risks of delay. By proposing phased implementation aligned with production cycles, I resolved disagreements and achieved a balanced plan that delivered environmental improvement without disrupting business needs.

Section D – Personal commitment to professional standards, recognising obligations to society, the profession and the environment

D1: Plan, undertake and evaluate CPD activities to maintain and enhance competence in area of practice

Please evidence how you:

(1) Plan, undertake, reflect on, and evaluate CPD activities:

Example 1

I actively plan and undertake CPD to maintain and enhance my competence in environmental and sustainability practice. I identify development needs through reflection on projects, feedback from colleagues, and changes in legislation, guidance, or emerging sustainability challenges. My CPD includes formal training, professional events, webinars, and self-directed study.

I apply learning directly in practice by improving how I communicate, influence, and advise colleagues – for example, by preparing evidence-based reports, chairing meetings, and contributing to decision-making discussions. I reflect on the outcomes of CPD activities, using feedback to adapt my approach and improve effectiveness.

Additionally, I engage with the wider professional community by contributing to guidance, articles, or knowledge-sharing activities. These reflections inform the ongoing update of my CPD plan, ensuring it remains relevant, targeted, and aligned with professional standards. Through this approach, I demonstrate a proactive commitment to continuous learning, professional development, and the advancement of sustainable environmental management.

Example 2

I proactively plan my CPD by identifying gaps through project reflections and feedback from environmental peers. For example, recognising a need to deepen my understanding of emerging monitoring technologies, I undertook specialist training and engaged with practitioner networks. I applied the learning by improving how I interpret environmental data and by advising teams on better monitoring approaches. I annually evaluate the impact of training and update my CPD plan to ensure my development continues to support effective communication, decision making, and leadership.

D2: Assess and resolve environmental ethical issues

Please evidence how you:

(1) Identify, assess, and resolve, and encourage others to resolve, environmental ethical issues:

Example 1

While leading a wastewater treatment upgrade project at *Company X*, I identified a potential ethical issue: the proposed chemical dosing strategy could reduce pollutant levels but generate hazardous by-products. I consulted internal specialists and local environmental regulators, evaluated alternative dosing options, and recommended a process that met compliance, protected staff and community health, and reduced long-term waste generation. I also organised team workshops to discuss ethical considerations in process decisions, encouraging colleagues to apply professional judgement when assessing environmental trade-offs.

Example 2

While overseeing a review of waste treatment practices at an industrial chemicals site, I discovered that a contractor occasionally diverted low strength acidic wastewater to an unlined holding area during peak production to avoid overloading the neutralisation system. Although the effluent remained within pH limits and technically complied with discharge requirements, the practice created an unacceptable ethical risk of soil degradation and long term groundwater contamination. I raised the issue immediately with site management, emphasising the professional obligation to prevent harm even when legal thresholds are met, referencing both corporate policies and recognised environmental protection principles. I led a facilitated session with contractors and operations staff to explore motives, constraints, and safer alternatives. Together, we established a revised operating rule, upgraded the system's surge capacity, and implemented training on ethical environmental decision making. This intervention eliminated the practice entirely and strengthened a culture where environmental integrity prevails over convenience.

(2) Improve environmental practice by addressing complex ethical issues:

Example 1

During the same project, I observed that subcontractors were prioritising cost over environmental protection in site operations. I implemented additional training sessions highlighting ethical and legal obligations, and introduced a review process to ensure environmental practices were monitored and improved. This proactive approach improved overall site compliance, enhanced team awareness of environmental responsibility, and reinforced a culture of ethical decision-making in environmental management.

Example 2

During contractor oversight for a shutdown event, I observed inconsistent adherence to waste segregation and spill prevention practices. Recognising the ethical implications, I provided immediate feedback, clarified expectations, and arranged a short briefing to reinforce proper conduct. I then worked with the contractor's management to improve their environmental training programme. These actions strengthened overall environmental behaviour and reduced future incidents.

D3: Understand demonstrate and advocate compliance with relevant codes of conduct and practice

Please evidence how you:

(1) Understand, comply, and advocate compliance with relevant codes of conduct and practice:

Example 1

While working on the process optimisation project at Company Y, I ensured all environmental assessments and recommendations complied with IChemE, Society for the Environment, and internal company codes of conduct. For example, when proposing modifications to solvent handling, I applied the professional principles of integrity and competence by cross-checking regulatory requirements, chemical safety standards, and sustainability objectives before making recommendations.

I advocated compliance by mentoring junior engineers and site staff on professional and ethical responsibilities. When I observed a team member suggesting a shortcut that could reduce costs but risk environmental non-compliance,

I explained the potential consequences, referred to the Society's Code of Conduct, and proposed an alternative approach that maintained compliance and operational efficiency.

In meetings with clients and external stakeholders, I present environmental advice clearly and objectively, explaining both assumptions and limitations. For instance, during a stakeholder workshop on emissions reduction, I used evidence-based modelling to justify recommendations while transparently outlining uncertainties, reinforcing trust in my professional judgement and encouraging adoption of best practice.

Example 2

In preparing environmental assessments for modification works, I ensured all recommendations adhered to professional codes of conduct by applying principles of integrity, objectivity, and responsible use of data. When advising colleagues, I explained constraints, uncertainties, and relevant regulatory considerations to ensure transparent and balanced decision-making. I also mentored junior staff on professional responsibilities, reinforcing the importance of compliance with both organisational policies and external codes of practice.

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