

U.S. Department of the Interior  
Competency Dictionary - January 2022

Competency Title	Competency Definition	Technical-General-Both
Accessibility	Knowledge of tools, equipment, and technologies used to help individuals with disabilities use computer equipment and software.	Technical
Accessibility (2)	Applies knowledge of the principles and rules that lead to a barrier-free built environment.	Technical
Accident Investigation	Knowledge of guidelines, regulations, and procedures associated with an accident investigation including preservation of accident scene, root cause analysis, and evidence detection and handling.	Technical
Accountability	Holds self and others accountable for measurable high-quality, timely, and cost-effective results. Determines objectives, sets priorities, and delegates work. Accepts responsibility for mistakes. Complies with established control systems and rules.	General
Accounting	Knowledge of traditional accounting practices including accrual, obligations, and costs methods.	Technical
Accounting (2)	Conducts traditional accounting practices including accrual, obligations, and costs methods.	Technical
Accounting Operations	Knowledge of general ledger accounting and the control/subsidiary account relationships and reconciliation techniques, including accounts receivable, accounts payable, and disbursing officer's accountability.	Technical
Acquisition Strategy	Knowledge of the principles and methods for developing an integrated acquisition management plan that describes the business, technical, and support strategies, including the relationship between the acquisition phases, work efforts, and key program events (for example, decision points, contract awards, test activities).	Technical
Adaptability	Simultaneously accepts and adapts to change while remaining effective and task-focused in a fast-paced and constantly changing workplace environment.	General
Administration and Management	Knowledge of planning, coordination, and execution of business functions, resource allocation, and production.	Both
Administrative Law	Knowledge of state and Federal administrative laws, including procedures, regulations, guidelines, and precedents related to case preparation and settlements.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Affirmative Employment Programs	Understands functions of Equal Employment Opportunity Affirmative Employment Programs and application of measures to ensure equal employment opportunity and treatment of employees in all occupations and levels of the organization.	Technical
Agility	Bends, stretches, twists, or reaches out with the body, arms, or legs.	General
Agronomy	Knowledge of the concepts, principles, practices, and theories of soil management and crop production.	Technical
Aircraft Maintenance	Knowledge of aircraft engines, parts, and systems, including their designs, uses, repair, and maintenance.	Technical
Ammunition and Explosives	Knowledge of ammunition and explosives and their uses, interactions, dangers, production, handling, storage, and disposal.	Technical
Animal Husbandry	Knowledge of the care and handling of animals, including feeding, controlling, restraint, health, and reproduction.	Technical
Application Development	Knowledge of application design and development methodologies, paradigms, and tools; the application life cycle, user interface, reusability, and reliability metrics.	Technical
Appraising Standards	Knowledge of the Uniform Standards of Professional Appraisal Practice (USPAP), the Uniform Appraisal Standards for Federal Land Acquisitions, appraisal principles, methods, practices, policies, regulations, and techniques.	Technical
Appropriations Law	Knowledge of the principles, practices, trends, and applications of Federal appropriations law, including the bona fide needs rule, the Antideficiency Act, and continuing resolutions.	Technical
Aquatic Ecology	Knowledge of the concepts, principles, practices, and theories of how aquatic species interact with each other and their environment in aquatic habitats, including streams, rivers, lakes, wetlands, and coastal areas.	Technical
Architecture	Knowledge of the concepts, principles, theories, and practices used in the planning, design, construction, and maintenance of buildings or other structures, taking into consideration aesthetic and functional concerns.	Technical
Arithmetic	Performs computations such as addition, subtraction, multiplication, and division correctly using whole numbers, fractions, decimals, and percentages.	General

U.S. Department of the Interior  
Competency Dictionary - January 2022

Arithmetic/Mathematical Reasoning	Performs computations such as addition, subtraction, multiplication, and division correctly; solves practical problems by choosing appropriately from a variety of mathematical techniques such as formulas and percentages.	General
Arrest	Knowledge of the laws, principles, and procedures used in apprehending a criminal suspect, including polices for pursuit and proper use of force and capture such as Miranda rights.	Technical
Archaeology	Knowledge of the principles, concepts, theories, and methods of the study of past human activities through the physical remains of life and past human activities, including associated cultural resources management, ethnohistory and history, site evaluation, stabilization, and reconstruction methods.	Technical
Art History	The examination and knowledge of visual culture, including various visual conceptual outcomes related to art such as painting, drawing, sculpture, architecture, ceramics, and decorative arts.	Technical
Artificial Intelligence	Knowledge of the principles, methods, and tools used to design systems that perform human intelligence functions.	Technical
Asset Management	Knowledge of asset management concepts, policies, and procedures used to plan, manage and carry out all aspects of concession programs and facility management.	Technical
Asset Management(2)	Knowledge of asset management concepts, policies, and procedures used to plan, manage and carry out all aspects of collections management and museum property.	Technical
Astronomy	Knowledge of the concepts, principles, and theories of the physical processes leading to the emission of electromagnetic radiation or particles from celestial bodies, the measurement and physical characteristics of celestial bodies, including cosmic microwave background, submillimeter technology, galaxies, star formations, and planetary science.	Technical
Attention to Detail	Is thorough when performing work and conscientious about attending to detail.	General
Attention to Detail - 2	Considers all aspects involved in accomplishing a task, no matter how minute. Precisely follows procedures to ensure each element of a task is accurately completed.	General
Audit Reporting	Knowledge of the principles, practices, and techniques used to report audit findings (criteria, condition, cause, effect, and recommendation).	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Auditing	Knowledge of generally accepted auditing standards and procedures for conducting financial and compliance, economy and efficiency, and program audits.	Technical
Biology	Knowledge of the environment, plant and animal living tissue, cells, organisms, and entities, including their functions, interdependencies and interactions with each other and the environment.	Technical
Biosystematics	Knowledge of the concepts, principles, practices, and theories of the statistical analysis of data obtained from genetic, biochemical, and other studies to assess the taxonomic relationships of organisms or populations, especially within an evolutionary framework.	Technical
Botany	Knowledge of the concepts, principles, and theories of plants, including structures and functions, classification, taxonomy, plant communities, distribution, habitat requirements, life histories, reproduction, conservation, and care of plant species.	Technical
Budget Administration	Knowledge of the principles and practices of budget administration and analysis; including preparing, justifying, reporting on, and executing the budget; and the relationships among program, budget, accounting, and reporting systems.	Technical
Building and Construction	Knowledge of materials, methods, and the tools to construct objects, structures, and buildings.	Technical
Building Codes	Exhibits expertise in rules and regulations surrounding building codes such as, Life Safety Codes, Architectural Barriers Act, and other architectural components of buildings.	Technical
Business Management Systems	Knowledge of business management systems, including financial management, procurement, personnel, property management, travel, and private sector business operations. Ability to assess organizational capability of managing business processes.	Technical
Business Process Reengineering	Knowledge of methods, metrics, tools, and techniques of Business Process Reengineering.	Technical
Capacity Management	Knowledge of the principles and methods for monitoring, estimating, or reporting actual performance or the performance capability of information systems or components.	Technical
Capital Planning and Business Analysis	Knowledge of the principles and methods of capital investment analysis or business case analysis, including return on investment analysis.	Technical
Capital Planning and Investment Assessment	Knowledge of the principles and methods of capital investment analysis or business case analysis, including return on investment analysis.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Carpentry/Woodworking	Knowledge of materials, methods, and the appropriate tools to construct, install, finish, or repair wooden objects or structures.	Technical
Cartography	Knowledge of the concepts, principles, theories, and methods related to the research, design, development, or revision of maps, charts, and related cartographic products, and photogrammatic and cartographic processing.	Technical
Change Management	Knowledge of change management principles, strategies, and techniques required for effectively planning, implementing, and evaluating change in the organization.	Technical
Chemical Engineering	Knowledge of the concepts, principles, and theories related to the chemical composition or physical characteristics of materials for the design, construction, operation, and improvement of processes or systems.	Technical
Chemistry	Knowledge of the concepts, principles, and theories of the composition, structure, and properties of substances, and of the chemical processes and transformations, including uses of chemicals and their interactions, danger signs, production techniques, and disposal methods.	Technical
Civil Engineering	Knowledge of the concepts, principles, theories, and methods required to plan, design, construct, operate, and maintain facilities such as buildings, transportation systems, water and sanitary systems, and other public works systems.	Technical
Civil Rights Laws, Regulations and Policies	Knowledge of federal employment laws; regulations; executive orders; agency rules, guidance and guidelines; and legal precedents related to hiring and termination practices and equal employment opportunity.	Technical
Classification	Knowledge of classification concepts, principles, and practices related to structuring organizations and positions and determining the appropriate pay system, occupational grouping, title, and pay level of positions.	Technical
Clerical	Knowledge of filing, typing, entering data, maintaining records, taking shorthand, and using and completing forms.	Technical
Client Engagement/Change Management	Knowledge of the impact of change on people, processes, procedures, leadership, and organizational culture; knowledge of change management principles, strategies, and techniques required for effectively planning, implementing, and evaluating change in the organization.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Cloud Technology	Knowledge of the principles and concepts of Cloud technologies, tools, and system environments, including computing components (hardware, software and infrastructure) that support the delivery of Cloud computing services (for example, Software as a Service (SaaS), Platform as a Service (PaaS), Infrastructure as Service (IaaS), or other cloud-enabled services).	Technical
Color Theory (Art)	understanding of colors and the color wheel, to create, develop, and design; application of color principles in designs resulting in messaging that is harmonious, experimental, or focused color schemes tailored to the project and/or stakeholder needs	Technical
Collections Care	Knowledge and application of the concepts of museum standards, including exhibition, storage, and transport of museum collections, integrated pest management, and environmental monitoring and preventive conservation.	Technical
Commercial Services Development	Knowledge of local economic trends as they relate to operations of commercial services. Understanding of private sector business operations processes and concepts, including operation costs and revenues, staffing levels, size of operation, and fulfillment of contractual financial obligations.	Technical
Commerical Services Operations	Knowledge of local economic trends as they relate to operations of commercial services. Understanding of private sector business operations processes and concepts, including operation costs and revenues, staffing levels, size of operation, and fulfillment of contractual financial obligations.	Technical
Communication	Provides timely, concise, and accurate information to others both orally and in writing. Helps others effectively communicate and ensures communication occurs between all organizational levels.	General
Communications and Media	Knowledge of the production, communication and dissemination of information and ideas to inform and entertain via written, oral, and visual media.	Technical
Communication Approaches	Knowledge of the creation, communication, and sharing of information and ideas to inform and entertain via written, oral, and visual media.	Technical
Communications Security Management	Knowledge of the principles, policies, and procedures involved in ensuring the security of communications services and data, and in maintaining the communications environment on which it resides.	Technical
Compensation	Knowledge of compensation concepts, principles, and practices, including pay and leave administration and compensation flexibilities.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Complaints Program	Demonstrates and applies knowledge and understanding of the federal sector equal employment opportunity complaint process and use of alternative dispute resolution.	Technical
Compliance	Knowledge of procedures for assessing, evaluating, and monitoring programs or projects for compliance with Federal laws, regulations, and guidance.	Technical
Compliance Inspection	Knowledge of the guidelines, regulations, and procedures associated with compliance inquiries, including application of compliance rules and criteria and ability to make appropriate decisions and issue citations, fines, or orders.	Technical
Compliance Management	Knowledge of the guidelines, regulations and procedures associated with compliance inquiries, including application of compliance rules and criteria and ability to make appropriate decisions and issue orders as appropriate.	Technical
Computer Engineering	Knowledge of the concepts, principles, theories, and methods of integrating electrical engineering with computer science to design and develop computer systems or other technological devices.	Technical
Computer Forensics	Knowledge of tools and techniques used in data recovery and preservation of electronic evidence.	Technical
Computer Languages	Knowledge of computer languages and their applications to enable a system to perform specific functions.	Technical
Computer Network Defense	Knowledge of defensive measures to detect, respond, and protect information, information systems, and networks from threats.	Technical
Computer Skills	Uses computers, software applications, databases, and automated systems to accomplish work.	Technical
Computers and Electronics	Knowledge of electric circuit boards, processors, chips, and computer hardware and software, including applications and programming.	Technical
Configuration Management	Knowledge of the principles and methods for planning or managing the implementation, update, or integration of information systems components.	Technical
Conflict Management	Manages and resolves conflicts, grievances, confrontations, or disagreements in a constructive manner to minimize negative personal impact.	General
Conflict Management (2)	Uses appropriate methods and coordinates actions to reduce tension, resolve differences, and prevent conflicts from escalating.	General

U.S. Department of the Interior  
Competency Dictionary - January 2022

Conflict Resolution	Manages and resolves conflicts, grievances, confrontations or disagreements in a constructive manner to minimize negative personal and/or organizational impact.	General
Conscientiousness	Displays a high level of effort and commitment towards performing work; demonstrates responsible behavior.	General
Conservation Biology	Knowledge of the concepts, principles, practices, and theories of the management of natural systems and biodiversity with the aim of protecting species, habitats, ecosystems, and ecological functions.	Technical
Constitutional Law	Knowledge of the laws and legal precedents related to the U.S. Constitution.	Technical
Continual Learning	Assesses and recognizes own strengths and weaknesses; pursues self-development.	General
Continual Learning (2)	Seeks feedback from others and opportunities to master new knowledge.	General
Contracting/Procurement	Knowledge of various types of contracts, techniques, or requirements (for example, Federal Acquisitions Regulations) for contracting or procurement, and contract negotiation and administration.	Technical
Control of Funds	Knowledge of the principles, procedures, and requirements for maintaining control and accountability of obligations and expenditures for all appropriations and fund accounts (for example, revolving, non-appropriated, multiyear, and single-year appropriations).	Technical
Cost Accounting	Knowledge of the principles, procedures, and methods of cost accounting, including the use of historical cost, market value, or present value to measure cost; methods for assigning cost to accounting periods; and cost allocation, cost accrual, depreciation, and unit cost.	Technical
Cost Estimation and Analysis	Knowledge of the principles, practices, and methods used to determine, estimate, and analyze costs, including determining life cycle costs, application of cost models, and evaluation of cost realism.	Technical
Cost-Benefit Analysis	Knowledge of the principles and methods of cost-benefit analysis, including the time value of money, present value concepts, and quantifying tangible and intangible benefits.	Technical
Counterintelligence & Insider Threat	Knowledge and identification of the threats and methods of Foreign Intelligence Entities and recognition of Foreign Intelligence Entities' use of Cyber Attacks.	Technical



U.S. Department of the Interior  
Competency Dictionary - January 2022

Creative Thinking	Uses imagination to develop new insights into situations and applies innovative solutions to problems; designs new methods where established methods and procedures are inapplicable or are unavailable.	General
Creativity and Innovation	Develops new insights into situations; questions conventional approaches; encourages new ideas and innovations; designs and implements new or cutting edge programs/processes.	General
Critical Thinking	Assesses the authenticity, accuracy, and value of information. Uses logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.	General
Criminal Investigation	Knowledge of the guidelines, regulations, and procedures associated with criminal investigation, including evidence detection and handling and drawing appropriate factual inferences and conclusions.	Technical
Criminal Law	Knowledge of state and Federal criminal laws, including procedures, regulations, guidelines, and precedents related to admissibility of evidence and prosecution.	Technical
Customer Focus	Anticipates and meets the needs of customers. Seeks feedback from customers, peers, and supervisors on how services and products are meeting expectations.	General
Customer Service	works with clients and customers (that is, any individuals who use or receive the services or products that your work unit produces, including the general public, individuals who work in the agency, other agencies, or organizations outside the Government) to assess their needs, provide information or assistance, resolve their problems, or satisfy their expectations; knows about available products and services; is committed to providing quality products and services.	General
Data Interpretation	Skill in collecting, analyzing, and interpreting data and policies, to determine actions and develop and propose guidance.	Both
Data Management	Knowledge of the principles, procedures, and tools of data management, such as modeling techniques, data backup, data recovery, data dictionaries, data warehousing, data mining, data archiving, data disposal, and data standardization processes.	Technical
Data Systems	Knowledge of computer hardware and software development and systems as they apply to the conception, specification, analysis, planning, development, installation, test, modification and use of data handling and computing systems in support of aerospace flight and ground systems.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Database Administration	Knowledge of the principles, methods, and tools for automating, developing, implementing, or administering database systems.	Technical
Database Management Systems	Knowledge of the uses of database management systems and software to control the organization, storage, retrieval, security, and integrity of data.	Technical
Decision Making	Makes sound, well-informed, and objective decisions; perceives the impact and implications of decisions; commits to action, even in uncertain situations, to accomplish organizational goals; causes change.	General
Decision Support	Knowledge of decision support theories, methods, and tools for identifying, synthesizing, representing, and evaluating the important aspects of a decision situation and prescribing the recommended course for decision makers and other stakeholders.	Technical
Decisiveness	Makes well-informed, effective, and timely decisions, even when data are limited or solutions produce unpleasant consequences; perceives the impact and implications of decisions.	General
De-Escalation Techniques	Knowledge of the techniques for reducing the intensity of a conflict or potentially violent situation.	Technical
Delegation	Assigns the authority for particular functions, tasks, and decisions to others.	General
Dendrology	Knowledge of the concepts, principles, and characteristics of trees, shrubs, and other woody plants.	Technical
Dependability	Displays the self-discipline and resolve to reliably complete tasks in a timely manner and in accordance with procedures or directions.	General
Depth Perception	Accurately judges which of several objects is closer or farther away from the observer, or the distance between an object and the observer.	General
Design	Knowledge of conceptualizing, developing, producing, understanding, and using plans, models, blueprints, and maps, including the use of tools and instruments to produce precision technical drawings, working prototypes, components, or systems.	Technical
Detention	Knowledge of the policies and procedures for detaining criminal suspects including processing, fingerprinting, detention requests, informing detainee of charges, and transportation.	Technical
Developing Others	Develops the ability of others to perform and contribute to the organization by providing ongoing feedback and by providing opportunities to learn through formal and informal methods.	General

U.S. Department of the Interior  
Competency Dictionary - January 2022

Disability Program	Monitors and facilitates efficient processing of reasonable accommodation/accessibility requests in accordance with established federal disability laws, regulations and guidance.	Technical
Distributed Systems	Knowledge of the principles, theoretical concepts, and tools underlying distributed computing systems, including their associated components and communication standards.	Technical
Diversity and Inclusion	Understands multiple cultural frameworks, values and norms; demonstrates an ability to flex style when faced with myriad dimensions of culture in order to be effective across cultural contexts; understands the dynamics of cross-cultural and inclusion-related conflicts, tensions, misunderstandings or opportunities; and understands the history, context, geography, religions and languages of the regions in which the organization does business.	Both
Earth Science	Knowledge of interdisciplinary disciplines associated with the earth's composition, structure, or other physical aspects, including atmosphere.	Technical
Ecoinformatics	Knowledge of the concepts, principles, practices, and theories of the integration of environmental and informational sciences to facilitate environmental research and management through innovations in accessing information, database integration, and algorithm development to enable dataset combination.	Technical
Ecology	Knowledge of the concepts, principles, and theories of the interrelationships among organisms and their environment, including competition and predation, evolution and natural selection, population dynamics, and the impact of natural phenomena or human actions on natural systems, processes, and biota.	Technical
Economics	Knowledge of economic policy, principles, and practices, market and non-market values, and the analysis and reporting of economic data.	Technical
Economics and Accounting	Knowledge of economic and accounting principles and practices, tax law and practices, the financial markets, banking, and the analysis and reporting of financial data.	Technical
Education and Training	Knowledge of teaching, training, research, making presentations, lecturing, testing, and other instructional methods.	Technical
Electrical	Knowledge of electrical equipment, components, instruments, and systems, including their design, installation, testing, uses, repair, or maintenance.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Electrical Engineering	Knowledge of the concepts, principles, theories, and methods related to the design, analysis, test, and integration of electrical systems; energy conversion; electrical power generation; and energy transmission, control, distribution or use.	Technical
Electronic Commerce (e-Commerce)	Knowledge of the principles, methods, and tools for conducting business online, including electronic data interchange.	Technical
Electronics	Knowledge of electronic theory, circuits, components, and material properties (excluding computers).	Technical
Electronics Engineering	Knowledge of the concepts, principles, theories, and methods related to the design, analysis, test, fabrication, or verification of analog or digital electronic systems.	Technical
Embedded Computers	Knowledge of specifications and uses of specialized computer systems used to control devices (for example, automobiles, helicopters), including the appropriate programming languages.	Technical
Empathy	Displays a sense of shared experience and understanding with another person's situation.	General
Employee Benefits	Knowledge of HR concepts, principles, and practices related to retirement, insurance, injury compensation, and other employee benefits programs.	Technical
Employee Development	Knowledge of employee development concepts, principles, and practices related to planning, evaluating, and administering training, organizational development, and career development initiatives.	Both
Employee Relations	Knowledge of laws, rules, regulations, case law, principles, and practices related to employee conduct, performance, and dispute resolution.	Technical
Encryption	Knowledge of procedures, tools, and applications used to keep data or information secure, including public key infrastructure, point-to-point encryption, and smart cards.	Technical
Engineering and Technology	Knowledge of engineering concepts, principles, and practices, and of equipment, tools, mechanical devices, and their uses to produce motion, light, power, technology, and other applications.	Technical
Enterprise Architecture	Knowledge of principles, concepts, and methods of enterprise architecture to align information technology (IT) strategy, plans, and systems with the mission, goals, structure, and processes of the organization.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Entomology	Knowledge of the concepts, principles, and theories of insects, including taxonomy, morphology, behavior, life cycles, population dynamics, host-insect interactions, the role of insects in natural and managed ecosystems, and the regulation, prevention, and control of pest-related problems.	Technical
Entrepreneurship	Positions the organization for future success by identifying new opportunities; builds the organization by developing or improving products or services. Takes calculated risks to accomplish organizational objectives.	General
Environmental Compliance	Knowledge of environmental compliance concepts, principles, and practices applicable to a full range of duties to resolve pollution problems associated with solid and hazardous waste operations, domestic and industrial wastewater disposal and water supply operations, solid and hazardous materials and waste operations, air pollution parameters, asbestos, lead, pesticides and other contaminants associated with Service operations, and their associated environmental liabilities.	Technical
Environmental Engineering	Knowledge of the concepts, principles, theories, and methods to protect and improve the quality of the environment and its resources; and to monitor, control, abate, and prevent pollutants.	Technical
External Awareness	Identifies and understands economic, political, and social trends that affect the organization.	General
Eye-Hand Coordination	Accurately coordinates one's eyes with one's fingers, wrists, or arms to perform job-related tasks (for example, to move, carry, or manipulate objects).	General
Facilitation	Knowledge of the concepts, principles, theories, and techniques of facilitation used to lead meetings, workshops, and other collaborative exercises; able to lead diverse groups to find consensus in shared interests and objectives.	Both
Facilities	Knowledge of the physical, engineering, and experimental equipment and operational characteristics of facilities, and safety and equipment development designed to support aerospace activities.	Technical
Facility Security Assessments	Knowledge of how to conduct recurring security assessments to evaluate threats, vulnerabilities, and impact of loss/consequences, as well as develop security countermeasures that mitigate risk to an acceptable level.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Federal Funds Processing	Knowledge of methods and procedures for processing direct and reimbursable program funds (for example, automatic and funded reimbursements, interagency agreements, transfer appropriations), grants, loans, and credit programs.	Technical
Field Data Collection	Ability to collect, record, and ensure accuracy of field data (for example, stream and river discharge measurements).	Technical
Financial Analysis	Knowledge of the principles, methods, and techniques of financial analysis, forecasting, and modeling to interpret quantitative and qualitative data; includes data modeling, earned value management, and evaluating key financial indicators, trends, and historical data.	Technical
Financial Assistance Mechanisms	Knowledge of the differences between acquisition and financial assistance purposes and requirements; knowledge of Federal assistance instruments, techniques, and procedures for grants (for example, block, mandatory, discretionary) and agreements (for example, cooperative, interagency).	Technical
Financial Management	Prepares, justifies, and/or administers the budget for program areas; plans, administers, and monitors expenditures to ensure cost-effective support of programs and policies; assesses financial condition of an organization.	Technical
Financial Systems	Knowledge of the standards, architecture, and specifications of automated financial systems, including source documents, system flows, system interfaces, and related internal controls.	Technical
Fine Arts	Knowledge of theory and techniques required to produce, compose, and perform works of music, dance, visual arts, drama, and sculpture.	Technical
Fire Management	Knowledge of the concepts, principles, and theories of fire management, including the characteristics, behavior, and ecology of fire; methodologies, strategies, and equipment used in prescribed fires; fire detection, prevention, and suppression strategies; and integration of fire with natural resource management.	Technical
Firearms	Knowledge of firearm usage and related issues, such as ammunition, range regulations and safety and use of force policies.	Technical
First Response	Knowledge of emergency management methods, such as first aid, rescue techniques, and threat assessments.	Technical
Fiscal Resource Management	Plans, allocates, spends, and manages monetary resources to complete individual, group, department, or organization-wide operational work activities.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Fishery Biology	Knowledge of the concepts, principles, and theories of aquatic life, including classification, taxonomy, population dynamics, distribution, habitat requirements, life histories, reproduction, behaviors, conservation, and care of aquatic species.	Technical
Flexibility	Is open to change and new information; adapts behavior or work methods in response to new information, changing conditions, or unexpected obstacles; effectively deals with ambiguity.	General
Flight Systems	Knowledge of the concepts, principles, and theories related to the development, design, test, and evaluation of aerospace flight vehicles and their component subsystems, or their related external systems.	Technical
Fluid Dynamics and Mechanics	Knowledge of the concepts, principles, and theories of computational fluid dynamics, fluid mechanics, flight dynamics, flight structures, the force and motion mechanics of vehicles in various atmospheric and celestial environments, aerothermodynamics, and the characteristics of electrically conducting fluids under the action of magnetic and electric fields.	Technical
Food Production	Knowledge of planning, growing, and harvesting of food for consumption using appropriate equipment and techniques.	Technical
Foreign Language	Knowledge of sign language or of the structure and content of a foreign (non-English) language, including the meaning and spelling of words, rules of composition, and grammar.	Technical
Forensics	Knowledge of procedures of civil, criminal, or administrative hearings, evidence collection, including the delivery and receipt of evidence, classes of evidence, and rules of evidence and legal procedures.	Technical
Forest Management	Knowledge of the concepts, principles, and theories of silviculture and forest ecology, forest use, management, harvesting, conducting inventories, regeneration, sustainability, and conservation; and the role of disturbances in timberland resources.	Technical
General Engineering	Knowledge of the concepts, principles, and theories of engineering and their practical applications.	Technical
Genetics	Knowledge of the concepts, principles, and theories of genetics, including the biochemistry of DNA, gene interaction, gene expression, gene inheritance, population genetics, adaptation, and evolution.	Technical
Geography	Knowledge of geographical locations, their relationships and characteristics.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Geographical Sciences	Knowledge of the concepts, principles, theories, and methods for describing the location and distribution of land, sea, and air masses, including their physical locations, relationships, characteristics, and what the land supports.	Technical
Geology	Knowledge of the concepts, principles, and theories of the origins and structure of the earth, including the physical forces that have shaped it and its physical and organic history.	Technical
Geophysics	Knowledge of the concepts, principles, and theories related to solid earth structure, global seismic patterns, lithosphere, atmosphere, and the behavior of the earth's gravitational, magnetic, and electrical fields, and other forces affecting the earth and its environment.	Technical
Geospatial Information Systems	Knowledge of and skill in manipulating computer systems designed for capturing, storing, analyzing, and displaying data related to positions on the surface of the earth and other planetary bodies in order to better understand spatial patterns and relationships.	Technical
Geotechnical Engineering	Knowledge of the concepts, principles, theories, and methods related to the investigation and evaluation of subsurface soil or geologic conditions and properties for the purpose of designing stable foundation systems, earthen structures, or the remediation of subsurface conditions.	Technical
Grants Management	Knowledge of requirements, practices, and procedures for soliciting, receiving, reviewing, and processing proposals, and awarding and administering grants and agreements.	Technical
Grants Management Laws, Regulations, and Guidelines	Knowledge of principles, laws, regulations, policies, practices, and guidelines (for example, Executive Orders, Code of Federal Regulations, OMB circulars) of grant or agreement programs, including their order of precedence.	Technical
Hardware	Knowledge of specifications, uses, and types of computer or computer-related equipment.	Technical
Hardware Engineering	Knowledge of the principles, methods, and tools for designing, developing, and testing computer or computer-related equipment.	Technical
Hazardous Materials	Knowledge of hazardous materials and waste and their uses, interactions, dangers, production, handling, storage, and disposal.	Technical



U.S. Department of the Interior  
Competency Dictionary - January 2022

Health and Safety Awareness	Applies the knowledge and understanding necessary to adhere to and implement health and safety laws, regulations, and other occupational standards for the purpose of establishing, promoting, and maintaining a safe work environment for oneself and others.	Technical
Health Physics	Knowledge of the concepts, principles, theories, and methods pertaining to the protection of people, their environment, and equipment from hazards (for example, radiation or hazardous chemicals) and the control of radioactive material.	Technical
Herpetology	Knowledge of reptiles and amphibians including classification, identification, distributions, biology, ecology, communities, and management.	Technical
History and Archaeology	Knowledge of historical events and their causes, indicators, and impact on particular civilization and cultures, and of preservation and archival techniques.	Technical
Horticulture	Knowledge of the concepts, principles, practices, and theories of the cultivation of plants.	Technical
Horticultural Sciences	Knowledge of the concepts, principles, theories, and practices of cultivation or crop management, physiological processes in plant growth and crop yield.	Technical
Hospitality and Tourism Management	Knowledge of hospitality and tourism industry standards, best practices, and trends, including the concepts, practices and procedures of management and business, finance, and the development, implementation, and oversight of long-term strategic plans.	Technical
HR Information Systems	Knowledge of HR management concepts, principles, and practices related to identifying and analyzing HR processes, translating functional requirements into technical requirements, and delivering and maintaining HR information systems.	Technical
Human Capital Management	Builds and manages workforce based on organizational goals, budget considerations, and staffing needs. Ensures that employees are appropriately recruited, selected, appraised, and rewarded; takes action to address performance problems. Manages a multi-sector workforce and a variety of work situations.	Technical
Human Factors	Knowledge of the principles, methods, and tools used to identify and apply information about human behavior, abilities, limitations, and other characteristics to the design of tools, machines, systems, tasks, jobs, and environments for effective human use.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Hydraulic Engineering	Knowledge of the concepts, principles, theories, and methods applicable to analysis of the flow of fluids (open channel and pressure flow), estimation of river stages, and design of hydraulic structures, drainage structures, pipes, navigation facilities, reservoirs, locks, and dams.	Technical
Hydrology	Knowledge of the concepts, principles, theories, and methods related to the magnitude, distribution, and quality of water resources including watershed management, climatology, geomorphology, groundwater hydrology, water quality, water resource management, and groundwater/surface water interactions.	Technical
Identity Management	Knowledge of methods and controls to validate the identity of individuals to verify access approval and level, and monitor activity to ensure that only authorized access is taking place.	Technical
Incident Management	Knowledge of the tactics, technologies, principles, and processes to protect, analyze, prioritize, and handle incidents.	Technical
Industrial Equipment Operation	Knowledge of principles and methods for operating industrial equipment.	Technical
Industrial Security	Knowledge of security requirements as stated in the National Industrial Security Program Operating Manual (NISPOM).	Technical
Influence	Persuades, convinces, and/or influences others for the purpose of achieving desired results.	General
Influencing/Negotiating	Persuades others to accept recommendations, cooperate, or change their behavior; works with others towards an agreement; negotiates to find mutually acceptable solutions.	General
Information Assurance	Knowledge of methods and procedures to protect information systems and data by ensuring their availability, authentication, confidentiality, and integrity.	Technical
Information Management	Identifies a need for and knows where or how to gather information; organizes and maintains information or information management systems.	Both
Information Resources Strategy and Planning	Knowledge of the principles, methods, and techniques of information technology (IT) assessment, planning, management, monitoring, and evaluation, such as IT baseline assessment, interagency functional analysis, contingency planning, and disaster recovery.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Information Security	Knowledge of how to safeguard classified information, encompassing: document or information classification management, release of material into the public domain, and classification/declassification reviews.	Technical
Information Systems Security Certification	Knowledge of the principles, methods, and tools for evaluating information systems security features against a set of specified security requirements. Includes developing security certification and accreditation plans and procedures, documenting deficiencies, reporting corrective actions, and recommending changes to improve the security of information systems.	Technical
Information Systems/Network Security	Knowledge of methods, tools, and procedures, including development of information security plans, to prevent information systems vulnerabilities, and provide or restore security of information systems and network services.	Technical
Information Technology Architecture	Knowledge of architectural methodologies used in the design and development of information systems, including the physical structure of a system's internal operations and interactions with other systems.	Technical
Information Technology Performance Assessment	Knowledge of the principles, methods, and tools (for example, surveys, system performance measures) to assess the effectiveness and practicality of information technology systems.	Technical
Information Technology Program Management	Knowledge of the principles, methods, and tools for the coordinated management of an IT program to include providing oversight of multiple IT projects, integrating dependent schedules and deliverables, and related activities (for example, benefits management, life cycle management, program governance).	Technical
Information Technology Research and Development	Knowledge of scientific principles, methods, and tools of basic and applied research used to conduct a systematic inquiry into a subject matter area.	Technical
Infrastructure Design	Knowledge of the architecture and typology of software, hardware, and networks, including LANS, WANS, and telecommunications systems, their components and associated protocols and standards, and how they operate and integrate with one another and with associated controlling software.	Technical
Initiative	Independently takes action to influence events. Offers own ideas for improvement and to promote the goals of the organization. Seeks feedback from appropriate persons on effects of actions.	General

U.S. Department of the Interior  
Competency Dictionary - January 2022

Insurance	Knowledge of various types of insurance, insurance regulations, claims processing, examination, adjudication, or adjustment.	Technical
Integrity/Honesty	Contributes to maintaining the integrity of the organization; displays high standards of ethical conduct and understands the impact of violating these standards on an organization, self, and others; is trustworthy.	General
Interagency Coordination	Coordinate with other agencies; Establish ongoing communication and working relationships.	General
Internal Controls	Knowledge of the principles, methods, and techniques for establishing internal control activities (for example, authorizations, verifications, reconciliations), monitoring their use, and evaluating their performance (for example, identification of material weaknesses or significant deficiencies).	Technical
Interpersonal Dynamics	Relates to and responds to others in a professional and cooperative manner. Identifies and takes steps to prevent situations from resulting in non-productive confrontations.	General
Interpersonal Skills	Treats others with courtesy, sensitivity, and respect. Considers and responds appropriately to the needs and feelings of different people in different situations.	General
IT Modeling and Simulation	Knowledge of mathematical modeling and simulation tools and techniques to plan and conduct test and evaluation programs, characterize systems support decisions involving requirements, evaluate design alternatives, or support operational preparation.	Technical
Knowledge Management	Knowledge of the value of collected information and the methods of sharing that information throughout an organization.	Both
Labor Law	Knowledge of state and Federal employment laws, regulations, guidelines, and legal precedents related to hiring practices, equal employment opportunity, and wage and hour restrictions.	Technical
Labor Relations	Knowledge of laws, rules, regulations, case law, principles, and practices related to negotiating and administering labor agreements.	Technical
Lands and Realty Management	Knowledge of the principles, methods, techniques, laws, and procedures associated with lands and realty management, including the principles of land use planning, and realty and appraisal practices and procedures.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Landscape Architecture	Knowledge of the concepts, theories, and practices used in the planning, designing, construction, and adaptation of outdoor features, taking into consideration recreation planning, requirements, aesthetic value, and compatibility with other developments and resources.	Technical
Landscape Architecture(2)	Expertise in utilizing the concepts, theories, and practices for planning, designing, construction, and adaptation of outdoor features, taking into consideration recreation planning, requirements, aesthetic value, and compatibility with other developments and resources.	Technical
Landscape Conservation Design	Expertise in the concepts, principles, and theories of non-forested or forested land ecosystems, including rangeland use, management, and monitoring; conducting inventories; and the role of disturbances in ecosystems.	Technical
Landscape Ecology	Knowledge of the concepts, principles, practices, and theories of the influence exerted by spatial and temporal patterns on the organization of, and interaction among, functionally integrated multispecies ecosystems.	Technical
Leadership	Influences, motivates, and challenges others; adapts leadership styles to a variety of situations.	General
Leadership (2)	Motivates and guides others towards goals. Instills commitment to a common image and shared values.	General
Learning	Uses efficient learning techniques to acquire and apply new knowledge and skills; uses training, feedback, or other opportunities for self-learning and development.	General
Legal Compliance	Knowledge of the regulations, codes, executive orders, agency rules, organizations, and functions of the Federal Government.	Technical
Legal, Government, and Jurisprudence	Knowledge of laws, legal codes, court procedures, precedents, legal practices and documents, Government regulations, Executive orders, agency rules, Government organization and functions, and the democratic political process.	Technical
Leveraging Diverse Talents	Values, promotes, and utilizes diverse workforce talents to enhance the quality of work within an organization.	General
Leveraging Diversity	Fosters an inclusive workplace where diversity and individual differences are valued and leveraged to achieve the vision and mission of the organization.	General

U.S. Department of the Interior  
Competency Dictionary - January 2022

Leveraging Technology	Utilizes technological advances and is willing to integrate technology in performing job tasks to achieve efficiency, quality, and productivity. Promotes and utilizes technological developments to enhance the quality of work within an organization.	Both
Life Sciences and Systems	Knowledge of life sciences that involve the theoretical and experimental research of life systems.	Technical
Listening	Receives, attends to, interprets, and responds to verbal messages and other cues such as body language in ways that are appropriate to listeners and situations.	General
Logical Systems Design	Knowledge of the principles and methods for designing business logic components, system processes and outputs, user interfaces, data inputs, and productivity tools (for example, computer-aided software engineering).	Technical
Mammalogy	Knowledge of mammals including classification, identification, distributions, biology, ecology, communities, and management.	Technical
Managing Change	Manages organizational change of varying magnitudes to achieve desired organizational outcomes.	Both
Managing Human Resources	Plans, distributes, coordinates, and monitors work assignments of others; evaluates work performance and provides feedback to others on their performance; ensures that staff are appropriately selected, utilized, and developed, and that they are treated in a fair and equitable manner.	Both
Manages Resources	Selects, acquires, stores, and distributes resources such as materials, equipment, or money.	General
Manufacturing	Knowledge of the specifications, tools, inputs, raw materials, outputs, and waste related to the manufacture of prototypes, models, systems, or other products.	Technical
Map Interpretation	Ability to read and interpret maps, aerial photos, and master title plats in order to determine land ownership and status.	Technical
Materials Engineering	Knowledge of the concepts, principles, theories, and methods related to the composition, structures, and properties of materials, their use, behavior and performance under environmental influences, and the identification, processing, and manufacture of optimal materials for various applications.	Technical
Mathematical Reasoning	Solves practical problems by choosing appropriately from a variety of mathematical and statistical techniques.	Both

U.S. Department of the Interior  
Competency Dictionary - January 2022

Measurement and Instrumentation	Knowledge of electronics and related electrical engineering disciplines necessary for the research and development of sensors, electronic measurement devices, and instrumentation systems for aerospace systems and components.	Technical
Mechanical Engineering	Knowledge of the concepts, principles, theories, and methods related to planning, designing, developing, testing, or evaluating thermodynamic, mechanical, electro-mechanical, pneumatic, hydraulic, or structural equipment, systems, models, tools, or specialized mechanical devices.	Technical
Mechanical	Knowledge of machines and tools, including their design, use, benefits, repair, operation, and maintenance.	Technical
Medicine and Dentistry	Knowledge of the diagnosis and treatment of injuries, diseases, and deformities, including preventive health-care measures.	Technical
Memory	Recalls information that has been presented previously.	General
Mental Visualization	Sees things in the mind by mentally organizing and processing symbols, pictures, graphs, objects, or other information (for example, sees a building from a blueprint, or sees the flow of work activities from reading a work plan).	General
Mentoring	Developing a professional relationship in which a mentor helps mentees recognize their strengths and weaknesses, identify development goals and training needs; provides constructive reinforcement, guidance, and career advice; shares expertise to help the mentee develop and grow.	General
Mine Safety and Health	Knowledge of mine safety and health principles and practices, techniques and procedures, regulations, and standards as they apply to conducting inspections/investigations, identifying and evaluating unsafe conditions, and recommending methods to correct unsafe conditions.	Technical
Mining Engineering	Knowledge of the concepts, principles, theories, and methods related to rock mechanics; the exploration, excavation, extraction, processing and transporting of mineral resources; and the conservation and development of mineral lands, materials, and deposits.	Technical
Mission Focus	Focuses on accomplishing work objectives in accordance with the strategic goals and objectives of an organization.	General

U.S. Department of the Interior  
Competency Dictionary - January 2022

Modeling and Simulation	Knowledge of the tools and techniques used to develop functional, physical, or prototype models and simulations for test and evaluation programs, the prediction of behavior and phenomena, and to visually communicate concepts.	Technical
Multimedia Technologies	Knowledge of the principles, methods, tools, and techniques to develop or apply technology using text, audio, graphics, or other media.	Technical
Natural History	The application of the knowledge of the domain of inquiry involving organisms including animals, fungi, and plants in their natural environments, which encompasses the systematic study of any category of natural objects or organisms.	Technical
Natural Resource Management	Natural Resource Management: Expertise with the concepts and theories related to natural resource management, which can include scenery/visual management, and the principles and practices necessary to inventory, assess, and monitor resource conditions; develop resource management planning criteria/components; evaluate and implement management actions; and perform applicable environmental reviews and resource analysis	Technical
Negotiation	Works with others towards an agreement that may involve exchanging specific resources or resolving differences.	General
Negotiation (2)	Builds consensus and gains cooperation with others through give and take to accomplish goals.	General
Network Management	Knowledge of the operation, management, and maintenance of network and telecommunication systems and linked systems and peripherals.	Technical
Nuclear Engineering	Knowledge of the concepts, principles, theories, and application of nuclear technologies including research, development, construction, operation, testing, and maintenance of nuclear reactors, radiation generating devices, and associated systems and equipment.	Technical
Nuclear Physics	Knowledge of the concepts, principles, theories, and methods related to the prediction of nuclear interactions and reactions, including practices and methods used to produce, measure, use, or observe such reactions in stars, nuclear weapons systems, and radiation shielding.	Technical
Object Technology	Knowledge of the principles, methods, tools, and techniques that use object-oriented languages, analysis, and design methodologies.	Technical



U.S. Department of the Interior  
Competency Dictionary - January 2022

Oceanography	Knowledge of the concepts, principles, theories, and methods related to the magnitude, distribution, and quality of ocean mass, momentum, and energy including climatology, geomorphology, water quality, water resource management, and chemical, biological, geological, and physical processes in the ocean.	Technical
Operating Systems	Knowledge of computer network, desktop, and mainframe operating systems and their applications.	Technical
Operations	Knowledge of engineering or physical science disciplines to support space flight operations, training or planning; serving as an astronaut or mission specialist.	Technical
Operations Security	Knowledge of critical technologies, foreign intelligence collection systems and techniques, and security countermeasures, including acting as a team member in OPSEC surveys and Protection Assessment Reviews (PARs).	Technical
Operations Support	Knowledge of procedures to ensure production or delivery of products and services, including tools and mechanisms for distributing new or enhanced software.	Technical
Oral Communication	Expresses information (for example, ideas or facts) to individuals or groups effectively, taking into account the audience and nature of the information (for example, technical, sensitive, controversial); makes clear and convincing oral presentations; listens to others, attends to nonverbal cues, and responds appropriately.	General
Organization	Systematically employs a standard system or organization in work processes and related resources and an overall concern for integrating all aspects of the task, situation, and/or work-related problem as a means of achieving optimal efficiency and effectiveness in performing job-related duties/responsibilities.	Both
Organizational Awareness	Knows the organization's mission and functions, and how its social, political, and technological systems work and operates effectively within them; this includes the programs, policies, procedures, rules, and regulations of the organization.	General
Organizational Development	Knowledge of the principles of organizational development and change management theories, and their applications.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Organizational Performance Analysis	Knowledge of the methods, techniques, and tools used to analyze program, organizational, and mission performance; includes methods that deliver key performance information (for example, comparative, trend, diagnostic, root cause, predictive) used to inform decisions, actions, communications, and accountability systems.	Both
Ornithology	Knowledge of birds including classification, identification, distributions, biology, ecology, communities, and management.	Technical
Outdoor Recreation	Exhibits (relevant) knowledge and expertise and Instructs visitors in outdoor recreation activity-specific technical skills such as, hunting, fishing, archery, hiking, camping, climbing, paddling, and biking. Demonstrates expertise in care and repair of activity specific equipment, and basic safety and medical skills.	Technical
Outdoor Recreation Management	Knowledge of the concepts, principles, practices, and theories of outdoor recreation management.	Technical
Painting	Knowledge of materials, methods, and appropriate tools to apply paint and other protective coating materials on drywall, wood, metal, glass, and other surfaces.	Technical
Paleontology	Expertise in the study of the history of life on Earth and the recovery and utilization of fossils for the classification of organisms and the study or exhibition of their interactions with each other and their environments.	Technical
Partnering	Develops networks and builds alliances; collaborates across boundaries to build strategic relationships and achieve common goals.	Both
Pathology	Knowledge of the concepts, principles, and theories of plant, insect, or animal diseases and host/pathogen relationships, including effects on natural and managed ecosystems.	Technical
Performance Improvement	Evaluates and makes changes to processes, products, programs, and services on a continual basis to improve efficiency and effectiveness.	Technical
Performance Management	Knowledge of performance management concepts, principles, and practices related to planning, monitoring, rating, and rewarding employee performance.	Both
Performance Measurement	Knowledge of the principles and methods for evaluating program or organizational performance using financial and nonfinancial measures, including identification of evaluation factors (for example, workload, personnel requirements), metrics, and outcomes.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Personnel Assessment	Knowledge of the concepts, principles, practices, and tools related to the assessment, measurement, and rating of the knowledge, skills, abilities, or competencies required to perform a job.	Technical
Personnel Security	Knowledge of the Personnel Security Program, including the criteria for adjudicating personnel security clearances and how to maintain Sensitive Compartmented Information (SCI).	Technical
Pest Control	Knowledge of pest species and the methods and materials, including chemicals, for control or prevention.	Technical
Petroleum Engineering	Knowledge of the concepts, principles, theories, and methods related to the exploration, development, extraction, recovery, processing, and conservation of fluid minerals, geothermal resources, organic compounds, or natural gas resources.	Technical
Philosophy	Knowledge of different philosophical systems, including their basic principles, values, ethics, ways of thinking, customs, religions, and practices, and their impact on human culture.	Technical
Physical Sciences	Knowledge of the concepts, principles, theories, and methods to investigate and apply the relations between space, time, matter, and energy in the areas of gravity, atomic principles, mechanics, heat, light, sound, electricity, magnetism, and related natural phenomena.	Technical
Physical Security	Knowledge of methods and controls to protect an organization from natural or man-made threats to physical locations where information systems equipment is located or work is performed (for example, computer rooms, work locations, and equipment rooms).	Technical
Physical Security & Countermeasures	Knowledge of how to maintain the physical protection of resources, encompassing: loss prevention, planning, and/or programming for any new and existing facilities, equipment and personnel, and administration of the Visit Control Program.	Technical
Physical Strength and Agility	Ability to bend, lift, climb, stand, and walk for long periods of time; ability to perform moderately heavy laboring work.	Both
Physics	Knowledge and prediction of physical principles, laws, and applications including air, water, material dynamics, light, atomic principles, heat, electric theory, earth formations, and meteorological and related natural phenomena.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Planning and Evaluating	Organizes work, sets priorities, and determines resource requirements; determines short- or long-term goals and strategies to achieve them; coordinates with other organizations or parts of the organization to accomplish goals; monitors progress and evaluates outcomes.	Both
Plant Ecology	Knowledge of the concepts, principles, practices, and theories of the distribution and abundance of plants, the effects of environmental factors upon the abundance of plants, and the interactions among and between plants and other organisms.	Technical
Political Savvy	Identifies the internal and external politics that impact the work of the organization. Perceives organizational and political reality and acts accordingly.	General
Principles of Accounting	Knowledge of generally accepted accounting principles, standards, and practices (for example, double entry accounting, accrual accounting), including the full accounting cycle and the preparation of work sheets, financial statements, ledgers, and journals.	Technical
Principles of Finance	Knowledge of the basic principles, practices, and methods of financial management to include requisitions, apportionments, allotments, investments, fiscal management, activity reporting, and fiscal year guidelines.	Technical
Problem Solving	Identifies problems; determines accuracy and relevance of information; uses sound judgment to generate and evaluate alternatives, and to make recommendations.	General
Process Control	Knowledge of the principles, methods, and procedures used for the automated control of a process, including the design, development, and maintenance of associated software, hardware, and systems.	Technical
Process Improvement	Searches for and generates novel, creative, and resourceful ideas and solutions to achieve individual and personnel efficiency and effectiveness and contribute to the overall organizational success.	Technical
Product Evaluation	Knowledge of methods for researching and analyzing external products to determine their potential for meeting organizational standards and business needs.	Technical
Production and Processing	Knowledge of inputs, outputs, raw materials, waste, quality control, costs, maintaining inventory, and techniques for maximizing the manufacture and distribution of goods.	Technical
Professionalism	Exemplifies the characteristics, qualities, and conduct expected for a profession.	Both

U.S. Department of the Interior  
Competency Dictionary - January 2022

Program Management	Knowledge of the principles, methods, and tools for the coordinated management of a program to include providing oversight of multiple projects, integrating dependent schedules and deliverables, and related activities (for example, benefits management, life cycle management, program governance).	Technical
Project Management	Knowledge of the principles, methods, or tools for developing, scheduling, coordinating, and managing projects and resources, including monitoring and inspecting costs, work, and contractor performance.	Technical
Propulsion and Power	Knowledge of the concepts, principles, and theories of liquid, solid, electrical, chemical, electrochemical, or nuclear propulsion and power generation systems, their component parts and subsystems, and the direct and indirect conversion of energy into power for various applications.	Technical
Psychology	Knowledge of the concepts, principles, and theories of human behavior and performance in various contexts, mental processes, or the assessment and treatment of behavioral and affective disorders.	Technical
Public Planning	Knowledge of functions, principles, methods, and techniques of public planning, including those related to community planning, outdoor recreation planning, and natural resource management, such as demand forecasting, environmental impact analysis, financial forecasting, and land use planning and zoning.	Technical
Public Safety and Security	Knowledge of public safety and security operations; occupational health and safety; or rules, regulations, precautions, and prevention techniques for the protection of people, data, and property.	Technical
Public Service Motivation	Shows a commitment to serve the public. Ensures that actions meet public needs; aligns organizational objectives and practices with public interests.	General
Quality Assurance	Knowledge of the principles, methods, and tools of quality assurance and quality control used to ensure a product fulfills functional requirements and standards.	Technical
Quality Management	Knowledge of the principles, methods, and tools of quality assurance, quality control, and reliability used to ensure that a project, system, or product fulfills requirements and standards.	Technical
Rangeland Management	Knowledge of the concepts, principles, and theories of non-forested or forested land ecosystems, including rangeland use, management, and monitoring; conducting inventories; and the role of disturbances in rangeland ecosystems.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Reading	Understands and interprets written material, including technical material, rules, regulations, instructions, reports, charts, graphs, or tables; applies what is learned from written material to specific situations.	General
Reading Comprehension	Understands and interprets written material, including technical material, rules, regulations, instructions, reports, charts, graphs, or tables; applies what is learned from written material to specific situations.	General
Real Estate	Knowledge of real estate principles, practices, markets, and values.	Technical
Reasoning	Identifies rules, principles, or relationships that explain facts, data, or other information; analyzes information and makes correct inferences or draws accurate conclusions.	General
Recruitment/Placement	Knowledge of HR concepts, principles, and practices related to identifying, attracting, and selecting individuals and placing them into positions to address changing organizational needs.	Technical
Relationship Management	Develops and maintains personal and working relationships with others that aid in completion of work assignments and information exchange, and fosters an organizational culture that promotes optimal individual job performance and overall organizational effectiveness.	General
Remote Sensing	Knowledge of the concepts, principles, theories, and methods necessary to obtain, use, and interpret data from remote sensing sources, including aircrafts and satellites.	Technical
Requirements Analysis	Knowledge of the principles and methods to identify, analyze, specify, design, and manage functional and infrastructure requirements; includes translating functional requirements into technical requirements used for logical design or presenting alternative technologies or approaches.	Both
Requirements Management	Knowledge of the principles and methods to identify, solicit, analyze, specify, design, and manage requirements.	Technical
Research	Knowledge of the scientific principles, methods, and processes used to conduct a systematic and objective inquiry; including study design, collection, analysis, and interpretation of data; and the reporting of results.	Technical
Research and Statistics	Knowledge of scientific principles, methods, and tools of basic and applied research (for example, statistics and data analysis) used to conduct a systematic inquiry into a subject matter area.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Resilience	Deals effectively with pressure; remains optimistic and persistent, even under adversity. Recovers quickly from setbacks.	General
Restoration Ecology	Knowledge of the concepts, principles, practices, and theories of renewing, restoring, and enhancing degraded, damaged, or destroyed ecosystems and habitats.	Technical
Restraint and Self-defense	Knowledge of techniques and methods used to restrain hostile individuals, including the models and guidelines on appropriate level and nature of force for self-defense.	Technical
Risk Management	Knowledge of the principles, methods, and tools used for risk assessment and mitigation, including assessment of failures and their consequences.	Technical
Road Work and Pavement	Knowledge of materials, methods, and appropriate tools to construct, maintain, or repair road surfaces, including sidewalks, parking lots, runways, etc.	Technical
Role Modeling	Presents oneself as an effective role model, in such a manner as to reflect credit upon the organization by displaying uncompromising values (e.g., honor, courage, commitment).	General
Safety	Exemplifies the behaviors which reduce the risk of injury and illness from hazards on and off duty.	Technical
Safety Engineering	Knowledge of the concepts, principles, theories, and methods to identify, control, mitigate, and eliminate safety hazards in the design and use of facilities, equipment, operations, and work processes.	Technical
Safety, Health, & Emergency Management	Knowledge of public safety and security operations, occupational health and safety, and emergency management, preparedness, and response.	Technical
Sales and Marketing	Knowledge of showing, promoting, and selling products and services.	Technical
Scenario Planning	Expertise in the principles, methods, and tools for creating and narrating scenarios, and developing or recommending appropriate adaptation strategies to address impacts.	Technical
Scenery/Visual Management	Incorporation of the concepts, principles, practices, and theories related to managing natural scenic beauty and visual resources that includes conducting inventories, resource planning, visual assessments, visual analysis, and best management practices for protection.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Schedule Management	Knowledge of the strategies, techniques, and processes used to plan, develop, and control project schedule and track project milestones, activities, and deliverables, including timeframes and assigned resources.	Both
Scope Management	Knowledge of the strategies, techniques, and processes used to plan, monitor, and control project scope; includes collecting requirements, defining scope, creating a work breakdown structure, validating scope, and controlling scope to ensure project deliverables meet requirements (i.e., features, functions).	Technical
Search	Knowledge of the laws, principles and methods of conducting searches on personal property such as vehicles, documents, buildings, and items.	Technical
Security	Knowledge of the laws, regulations, and guidelines related to securing personnel, facilities, and information, including the requirements for handling, transporting, and protecting classified information and proper reporting of security incidents.	Technical
Security Policies, Standards & Risk Management	Knowledge of national and Federal security policy standards, including those established by the Interagency Security Committee (ISC) and other security authorities; and, knowledge of the principles, methods, and tools used for risk assessment and mitigation, including assessment of failures and their consequences.	Technical
Seizure	Knowledge of the laws, regulations, and procedures for property seizure, including chain of custody requirements and procedures to catalog and secure seized property.	Technical
Self-Esteem	Believes in own self-worth; maintains a positive view of self and displays a professional image.	General
Self-Management	Sets well-defined and realistic personal goals; displays a high level of initiative, effort, and commitment towards completing assignments in a timely manner; works with minimal supervision; is motivated to achieve; demonstrates responsible behavior.	General
Service Orientation	Puts others' welfare ahead of individual goals or needs. Actively works toward discovering and addressing the need for products and services among organizational members and stakeholders, client groups, and the general public.	General
Situational Awareness	Continually assesses and maintains an accurate interpretation of one's current surroundings to take appropriate action at any given time.	General



U.S. Department of the Interior  
Competency Dictionary - January 2022

Sociology and Anthropology	Knowledge of the concepts, principles, and theories of group behavior and dynamics; societal trends and influences; and cultures, their history, migrations, ethnicity, and origins.	Technical
Software Development	Knowledge of the principles, methods, and tools for designing, developing, and testing software in a given environment.	Technical
Software Engineering	Knowledge of software engineering design and development methodologies, paradigms, and tools; the software life cycle; software reusability; and software reliability metrics.	Technical
Software Testing and Evaluation	Knowledge of the principles, methods, and tools for analyzing and developing software test and evaluation procedures.	Technical
Soil Ecology	Knowledge of the concepts, principles, practices, and theories of the interactions among soil organisms and between biotic and abiotic aspects of the soil environment.	Technical
Soil Science	Knowledge of the concepts, principles, or theories of soil composition, formation, classification, mapping, testing, and management, including erosion, pollution, conservation, and watershed management.	Technical
Spatial Orientation	Knows one's location in relation to the environment; determines where other objects are in relation to one's self (for example, when using a map).	Both
Speaking	Uses correct English grammar to organize and communicate ideas in words that are appropriate to listeners and situations; uses body language appropriately.	General
Species Assessment	Expertise with the concepts and theories related to species assessment, which can include methods, and tools to assess the historical, current, and future condition of a species.	Technical
Staffing	Knowledge of the legal, regulatory, and procedural requirements in the appointment, reinstatement, and promotion for all types of positions, including the application of special hiring authorities.	Technical
Stakeholder Management	Knowledge of the concepts, practices, and techniques used to identify, engage, influence, and monitor relationships with individuals and groups connected to a work effort; including those actively involved, those who exert influence over the process and its results, and those who have a vested interest in the outcome (positive or negative).	Both

U.S. Department of the Interior  
Competency Dictionary - January 2022

Stamina	Exerts oneself physically over long periods of time without tiring (which may include performing repetitive tasks such as data entry or coding).	General
Standards	Knowledge of standards that either are compliant with or derived from established standards or guidelines.	Technical
Strategic Advisement	Advises management, employees, and colleagues on strategic options for organizing, preparing, or implementing programs based on industry best practices.	Both
Strategic Thinking	Formulates effective strategies consistent with the business and competitive strategy of the organization in a global economy. Examines policy issues and strategic planning with a long-term perspective. Determines objectives and sets priorities; anticipates potential threats or opportunities.	General
Stress Management	Functions productively under varying degrees of pressure and frequency of recurring and newly arising stressors that impede completion of one's job duties and responsibilities.	General
Stress Tolerance	Deals calmly and effectively with high stress situations (for example, tight deadlines, hostile individuals, emergency situations, dangerous situations).	General
Structural Engineering	Knowledge of the concepts, principles, theories, and methods related to the design and analysis of complex structures using a variety of materials. Structures may include aerospace systems or structures, and other determinate or indeterminate systems.	Technical
Structural Engineering (2)	Knowledge of the concepts, principles, theories, and methods related to the design and analysis of structures using a variety of materials.	Technical
Surveillance	Knowledge of surveillance and counter-surveillance techniques, policies, and laws, including overt and covert methods and electronic, optical, and video surveillance methods and tools.	Technical
Surveying	Knowledge of the concepts, principles, theories, and methods used in the measurement or determination of land boundaries, distances, elevations, areas, angles, and other features of the earth's surface.	Technical
Systems Engineering	Knowledge of the practice of integrating multiple disciplines into a team as part of a structured development process throughout a system's life cycle.	Technical
Systems Integration	Knowledge of the principles, methods, and procedures for installing, integrating, and optimizing information systems components.	Technical
Systems Life Cycle	Knowledge of systems life cycle management concepts used to plan, develop, implement, operate, and maintain information systems.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Systems Testing and Evaluation	Knowledge of principles, methods, and tools for analyzing and developing systems testing and evaluation procedures and technical characteristics of IT systems, including identifying critical operational issues.	Technical
Tax Law	Knowledge of accounting and tax law for individuals, sole proprietorships, partnerships, and corporations.	Technical
Teaching Others	Helps others learn through formal or informal methods; identifies training needs; provides constructive feedback; coaches others on how to perform tasks; acts as a mentor.	Both
Team Building	Inspires and fosters team commitment, spirit, pride, and trust. Facilitates cooperation and motivates team members to accomplish group goals.	Both
Teamwork	Encourages and facilitates cooperation, pride, trust, and group identity; fosters commitment and team spirit; works with others to achieve goals.	General
Teamwork (2)	Motivates team members to accomplish group goals. Performs well in team settings and assists others when needed. Develops and maintains effective working relationships with others.	General
Technical Competence	Uses knowledge that is acquired through formal training or extensive on-the-job experience to perform one's job; works with, understands, and evaluates technical information related to the job; advises others on technical issues.	Technical
Technical Credibility	Understands and appropriately applies principles, procedures, requirements, regulations, and policies related to specialized expertise.	Technical
Technical Documentation	Knowledge of procedures for developing technical and operational support documentation.	Technical
Technical Problem Solving	Troubleshoots, diagnoses, analyzes, and identifies system malfunctions to determine the source and cause of the problem.	Technical
Technology Application	Uses machines, tools, instruments, or equipment effectively; uses computers and computer applications to analyze and communicate information in the appropriate format.	Technical
Technology Awareness	Knowledge of developments and new applications of information technology (hardware, software, telecommunications), emerging technologies and their applications to business processes, and applications and implementation of information systems to meet organizational requirements.	Technical

U.S. Department of the Interior  
Competency Dictionary - January 2022

Technology Management	Keeps up-to-date on technological developments. Makes effective use of technology to achieve results. Ensures access to and security of technology systems.	Technical
Telecommunications	Knowledge of the concepts, principles, and theories of transmissions, broadcasting, switching, control, construction, or operation of telecommunications systems.	Technical
Tenacity	Stays with a position or plan of action until the desired objective is achieved or it is no longer reasonably attained.	General
Therapy and Counseling	Knowledge of diagnosis and treatment of physical and mental ailments, and career guidance.	Technical
Timber Management Accounting and Economics	Knowledge of timber management accounting practices to reconcile load booklets, scale tickets, and physical surveillance against submitted payments to ensure accuracy of payments for natural resource commodities. Knowledge and understanding of market conditions sufficient to merchandize timber products to obtain the best value for government natural resource commodities while achieving resource objectives.	Technical
Toolmaking	Knowledge of materials, methods, and appropriate tools to make or repair metal parts, tools, gauges, models, patterns, and machines.	Technical
Transportation	Knowledge of principles and methods for moving people or goods by air, rail, sea, or road, including costs and limits.	Technical
Transportation Engineering	Knowledge of the concepts, principles, theories, and methods applicable to planning, designing, and constructing of transportation systems including traffic analysis, signal analysis, highway capacity, pavement design, bridge construction, planning of transportation projects, environmental analysis of transportation facilities, and transportation network analysis.	Technical
Trustworthiness	Demonstrates credibility based on past actions.	General
Vehicle Maintenance	Knowledge of motor vehicle engines, parts, and systems, including their designs, uses, repair, and maintenance.	Technical
Vehicle Operation	Knowledge of procedures for operating motor vehicles, including cars, trucks, or watercraft.	Technical
Vision	Understands where the organization is headed and how to make a contribution; takes a long-term view and recognizes opportunities to help the organization accomplish its objectives or move toward the vision.	General

U.S. Department of the Interior  
Competency Dictionary - January 2022

Vulnerabilities Assessment	Knowledge of the principles, methods, and tools for assessing vulnerabilities, and developing or recommending appropriate mitigation countermeasures.	Technical
Web Technology	Knowledge of the principles and methods of web technologies, tools, and delivery systems, including web security, privacy policy practices, and user interface issues.	Technical
Wetland Biology and Ecology	Knowledge of the concepts, principles, and theories of wetland biology and management, including classification schemes, types, community composition, distribution, ecological functions and disturbances, conservation, and management.	Technical
Wildlife and Fisheries Biology Management	Knowledge of the concepts, principles, and theories or techniques employed in wildlife and fisheries biology and management, including capture techniques, marking, transport, harvest, sampling, aging and sexing, species identification, monitoring, captive-rearing and other techniques.	Technical
Wildlife Biology	Knowledge of the concepts, principles, and theories of wildlife, including classification, taxonomy, population dynamics, distribution, habitat requirements, life histories, reproduction, behaviors, conservation, and care of wildlife.	Technical
Workforce Planning	Knowledge of HR concepts, principles, and practices related to determining workload projections and current and future competency gaps to align human capital with organizational goals.	Technical
Writing	Recognizes or uses correct English grammar, punctuation, and spelling; communicates information (for example, facts, ideas, or messages) in a succinct and organized manner; produces written information, which may include technical material, that is appropriate for the intended audience.	General
Written Communication	Writes in a clear, concise, organized, and convincing manner for the intended audience.	General