



CIAT Principal Designer Competency Framework





Competency A: Behavioural

Principal Designers must be able to demonstrate behaviour in accordance with legal duties and the “behavioural competencies” specified within BSI Flex 8670, or any code of professional conduct conforming to BSI Flex 8670.

A1) evaluate the limits of their own competence and, if relevant, their own organisational capability sufficient

i) not to take on a specific Principal Designer dutyholder role when the needs of the project in question are beyond the Principal Designer’s competence and, if relevant, organisational capability;

and

ii) to ask for help from other appropriately competent persons when needs emerge during a project that can no longer be met by the Principal Designer’s competence or, if relevant, organisational capability;

- Know how to evaluate professional competence
- Know how to evaluate organisational capability.
- Know how to advise client and others including appointment of other consultants.
- Know how to use CIAT Code of Conduct and satisfy requirements.

A2) demonstrate the integrity to refuse to accept design work for building work that cannot conform to relevant requirements and to report safety occurrences to relevant parties;

- Know how to formally accept or decline work
- Know how to carry out safety occurrence reporting.

A3) evaluate how to cooperate with all dutyholders in a way that achieves design work compliance, including by:

i) assisting clients to provide information to dutyholders; and

ii) liaising with Principal Contractors to share relevant information, and having regard for the Principal Contractor’s comments in relation to compliance; and

- Know how to work with other duty holders including client to achieve design and regulatory compliance.
- Know how to log and record project work.
- Know how to work with Principal Contractor.

A4) apply interpersonal communication skills to:

i) encourage designers to perform their own duties, including to cooperate with other dutyholders;

ii) challenge designers to rework designs if evidence of design work compliance is insufficient; and

iii) challenge the Principal Contractor’s comments if they compromise design work compliance.

- Know how to formalise contractual arrangements and agree responsibilities.
- Know how to address unethical behaviour and misconduct.
- Know how to challenge non-compliance from project stakeholders.

Competency B: Legislative and regulatory framework for compliance

Principal Designers must be able to apply the legislative and regulatory framework related to how designers and design work ensure compliance with all relevant requirements.

B1) apply understanding of the duties and behaviours required of Principal Designers

- Know where to find relevant legislation(s)/regulation(s).
- Know how design intent conforms with all of the relevant requirements.

B2) apply understanding of the purpose, structure and scope of the legislative and regulatory framework to appraising and challenging evidence of design work compliance

- Know how regulations relate to the role and duties of PD.
- Know how to use and apply regulations and legislation to satisfy design requirements and challenge compliance.

B3) understand how to find and apply information in the legislative and regulatory framework governing: i) how design work, including HRB design work, if built, is expected to comply with all relevant requirements; and

ii) how Principal Designers and other dutyholders are expected to perform their duties, follow prescribed procedures, and comply with legislation, including when working on HRB design work.

- Know which legislation(s)/regulation(s) to apply to satisfy PD role.
- Know how to ensure design project compliance.
- Know how regulatory procedures should be used and how the PD and other duty holders are expected to perform their duties.

Additional competencies for working on HRBs:

B4HRB) analyse understanding of the legislative and regulatory framework related to designing HRBs, including in relation to prescribed procedures and information; and

- Know how the regulatory and legislative framework, systems and procedures are applied to HRBs.

B5HRB) evaluate duties of other duty holders in the context of HRB projects for the ways they could affect the Principal Designer's duties and design work compliance.

- Know how legislative design requirements apply to HRBs and statutory requirements, duties, and obligations.
- Know how to analyse HRBs designs to satisfy regulatory requirements and design input required from others including consultants and client.
- Know how to monitor and control HRBs design development including the work of others, consultants, and clients and how this may affect the PD role, duties and reporting.



Competency C: Management of design work Compliance

Principal Designers must be able to apply general principles of management to plan design work compliance, and to manage, monitor and coordinate designers and design work in relation to compliance during the design phase.

C1) demonstrate understanding of how clients' project briefs, key performance indicators, programmes, designers' competence requirements, and, if relevant, their own organisational capability can affect design work compliance;

- Know how to interpret client, brief requirements.
- Know how to plan and programme the stages and activities of design and construction.
- Know how to meet statutory requirements.
- Know how to assess organisational capability
- Know how to assess how much human resources and competence is required within the design and construction team(s) to achieve design delivery and compliance.

C2) demonstrate understanding of how the scope of relevant insurances, the limitations of relevant warranties, the terms and conditions of appointments can impact design work compliance;

- Have an awareness of relevant insurance, warranties, and legal limitations.
- Know how to assess different consultant's appointment for any risks to design work compliance.
- Know how to assess project procurement to identify risks relating to design work compliance.

C3) create strategies for managing design work compliance;

- Know how to use strategies to manage design development compliance.

C4) apply understanding of how to manage the recording, maintenance and approval of evidence of design work compliance;

- Know how to set up systems to control, record, maintain and manage evidence of design work compliance.

C5) understand the effect of designers' duties and, in the context of a specific project, their contracted responsibilities;

- Know how to manage design projects from inception to completion and the role of the PD.
- Know how to inform the client about any areas affected by the contractual designers' duties and obtain additional input to ensure compliance.

C6) analyse ways to identify and manage gaps in designers' competences, capabilities, or capacities sufficient to coordinate design work compliance;

- Know how to identify, analyse and manage gaps in designers' abilities in order to coordinate design work compliance;

C7) analyse how to monitor identified risks to compliance and control changes affecting design work compliance

- Know how to analyse and to monitor identified risks.
- Know how to control changes affecting design compliance.

C8) evaluate how to manage the process for achieving consensus from designers that coordinated design work is compliant.

- Know when to ask for, and how to assess input from other consultants at different stages of the design programme.
- Know how to evaluate and to manage the information received from designers and that coordinated design work is compliant.

Additional competencies for working on HRBs:

C9HRB) evaluate the system of regulated procedures and information related to working on HRBs and their implications for the performance of the Principal Designer's duties, including contributing to the golden thread of information, reporting safety occurrences to the Building Safety Regulator, and making competence and compliance declarations;

- Know how to evaluate the system of regulated procedures and information related to working on HRBs.
- Know how design management processes and their implications relates to the performance of the Principal Designer's duties.
- Know what information is required as part of the golden thread.
- Know how to report safety occurrences to the Building Safety Regulator.

C10HRB) evaluate ways to establish and maintain throughout the construction phase a system for inspecting HRB design work for safety occurrences and promptly reporting safety occurrences; and

- Know how to evaluate methods to establish and maintain systems throughout the construction phase for inspecting HRB design work for safety occurrences and promptly reporting safety occurrences.

C11HRB) create ways to instruct reporting persons about the system for mandatory safety occurrence reporting related to working on HRBs.

- Know how to create methods to report safety occurrences.
- Know how to communicate how to use these systems to other members of the design and construction team/s.



Competency D: Technical framework for compliance

Principal Designers must be able to understand general principles of building design, general principles of construction, and the “core criteria for building safety” set out in BSI Flex 8670 sufficient to:

- a) appraise designers’ evidence of design work compliance with all relevant requirements;*
- b) manage the process for designers to achieve consensus that coordinated design work complies with all relevant requirements; and*
- c) appraise Principal Contractors’ comments affecting design work compliance with all relevant requirements.*

D1) understand the purpose, structure and scope of technical guidance, and standards governing building design and construction compliance with all relevant requirements;

- Know how the structure, fabric and services as well as the anatomy and physiology of a building typology design relates to the purpose and performance in use.

D2) understand how to find and apply information in technical guidance, and standards sufficient to:

- i. *appraise and challenge designers’ evidence of design work compliance with all relevant requirements;*
- ii. *manage design work compliance when different packages of design work are coordinated and when design work is coordinated with building work; and*
- iii. *contribute to identifying risks to compliance;*
- Know how to locate and apply information in technical guidance, and standards sufficient to appraise and challenge designers’ evidence of design work compliance with all of the relevant requirements.
- Know how the scope of technical guidance, and standards governing building design and construction relates to regulatory compliance with all relevant requirements.
- Know how to manage design work compliance with all relevant requirements when different packages of design work are coordinated.

D3) evaluate the potential impact of identified risks on design work compliance with all relevant requirements;

- Know how to evaluate the potential impact of identified technical risks on design work compliance with all relevant requirements.

D4) understand general principles of construction sufficient to appraise Principal Contractors’ comments about compliance with all relevant requirements; and

- Understand the general principles of construction know how these relate to the appraisal of the Principal Contractors’ work.
- Know how to formally convey comments on compliance.
- Know how design work is coordinated with building work; and contribute to identifying risks to compliance.

D5) understand information management systems sufficient to arrange for the establishment and maintenance of ways to:

- i. record strategies for achieving design work compliance with all relevant requirements;
- ii. manage the strategies; and
- iii. control changes affecting design work compliance with all relevant requirements.
- Know how to use building information management systems to manage the strategies; and to control changes affecting design work compliance with all relevant requirements.
- Know what information is to be recorded under the principles of the golden thread.



Additional competencies for working on HRBs

D6HRB) evaluate building safety risks in connection with the regulated system of mandatory safety occurrence reporting sufficient to report events related to structural safety, fire safety and other prescribed matters in HRBs;

- Know how to evaluate building safety risks in connection with the regulated system of mandatory safety occurrence reporting sufficient to report events related to structural safety, fire safety and other prescribed matters in HRBs.

D7HRB) evaluate the potential during inspections of design work throughout the construction stage for new building safety risks to emerge and for the assessed severity of potential impacts of all risks to change, including to become safety occurrences;

- Know how to perform safety inspections of design work.
- Know how to perform safety inspections of the construction stages.
- Know how to devise contingency plans in the event of a safety risk occurring, or how to mitigate them from occurring.

D8HRB) evaluate design work compliance sufficient to follow prescribed procedures for declaring compliance; and

- Know how to evaluate design work compliance.
- Know how to declare compliance

D9HRB) understand information management systems sufficient to:

D9HRBa) contribute to the collation, accurate maintenance, and accessibility of digital records in the golden thread of information; and.

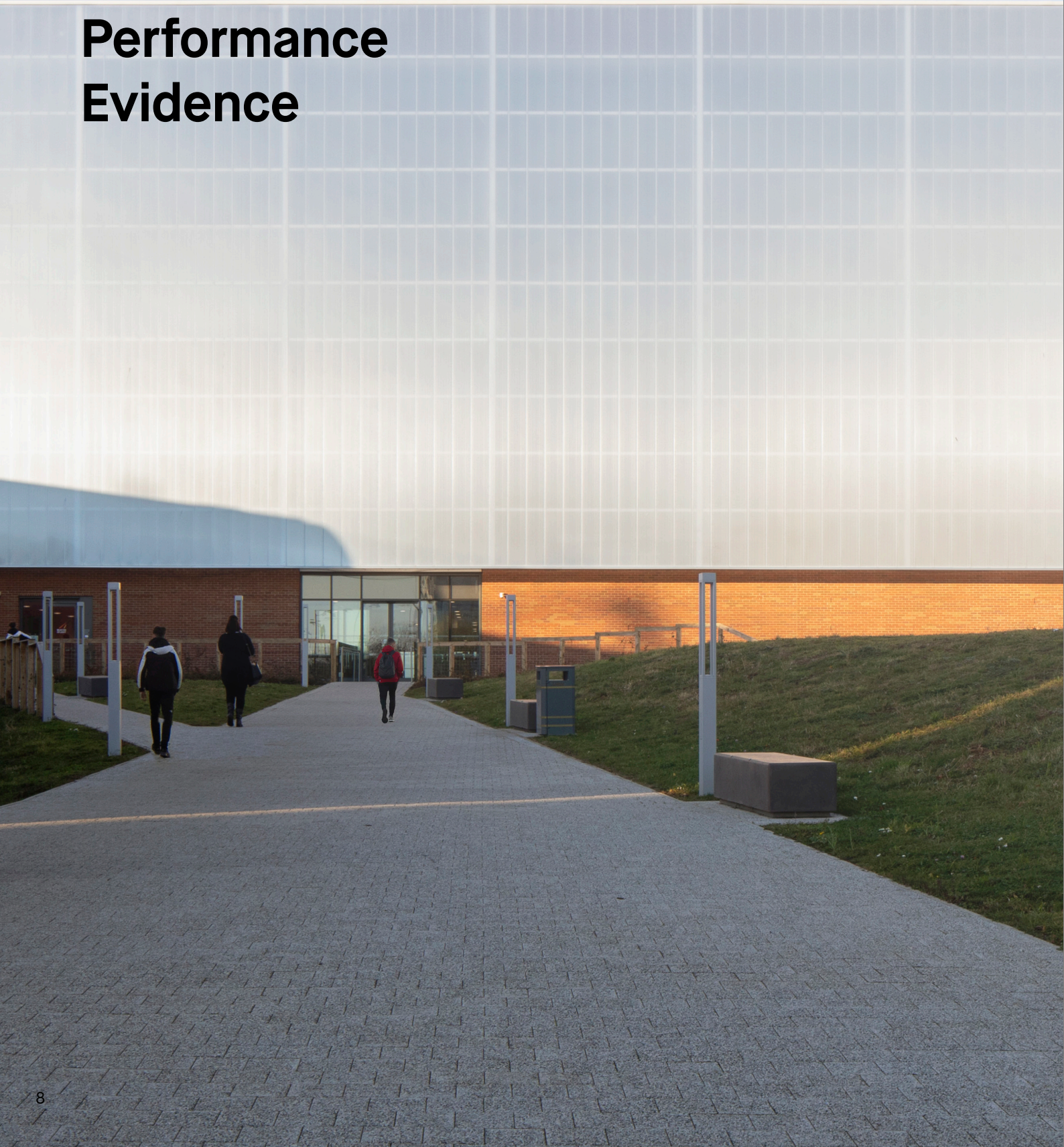
- Know what information is to be recorded under the golden thread.

D9HRBb) arrange the establishment and maintenance of the mandatory occurrence reporting system.

- Know how to understand information management systems sufficient to contribute to the collation, accurate maintenance, and accessibility of digital records in the golden thread of information.
- Know how to arrange the establishment and maintenance of the mandatory occurrence reporting system.



Performance Evidence



Applications from Chartered Architectural Technologists practising in industry must use the PD Register application form to address how they meet the competencies under this framework and provide a portfolio of evidence demonstrating project based experience to corroborate their competence for registration as a non-HRB and/or HRB practitioner.

Evidence requirements for registration as a PD for non-HRBs could include but is not limited to:

Records of:

- Accepting and/or declining work in writing to prospective clients, other designers, PDs/PCs etc.
- engaging competent persons to supplement or fulfil the competence that is lacking on a project.
- signed contract/list of responsibilities for all relevant parties.
- logging project work.
- providing evidence to the project team and junior members of staff encouraging cooperation, performing their own duties (in accordance with agreed responsibilities).
- statutory compliance, including, but not limited to, fire and structural related risks via communications such as meeting minutes or emails questioning what designers or PCs have done/are suggesting in the designs and construction.
- submitted compliant statutory applications
- project commission; evidence of organisational / individual competence of undertaking commission; and evidence of ensuring awareness of all dutyholders
- challenging designs
- early assessments of constraints
- Regulation 38 information
- involvement with critical analysis of Fire Risk Assessment

Types of evidence could include meeting minutes, emails, letters, reviews or drawings/documents, Issues/RFI trackers, change control, managing conflicts, stakeholder engagement, statutory compliance etc.

This list is not exhaustive and gives an overview of the type of evidence that would be required to demonstrate competence to a review Panel.

Additional evidence requirements for registration as a PD for HRBs could include but is not limited to:

Records of:

- internal critical analysis before each gateway point
- compliance with Gateway 1
- submitted compliant statutory applications
- compliance with Gateway 2
- compliance with Gateway 3
- contract/appointment
- managing scope of works
- involvement with critical analysis of Fire Risk Assessment of External Walls (FRAEW)
- challenging an FRAEW, if necessary
- challenging designs
- Early assessments of constraints
- product evaluation and choice
- compliance with relevant requirements
- changes of design through compliance or calculations
- coordination of other professional and disciplines in the project team/s
- challenging competencies of dutyholder organisations and individuals as necessary.

This list is by no means exhaustive and gives an overview of the type of evidence that would be required for an application to the Building Safety Regulator.



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