



CLOSURE PLANNING COMPETENCY FRAMEWORK

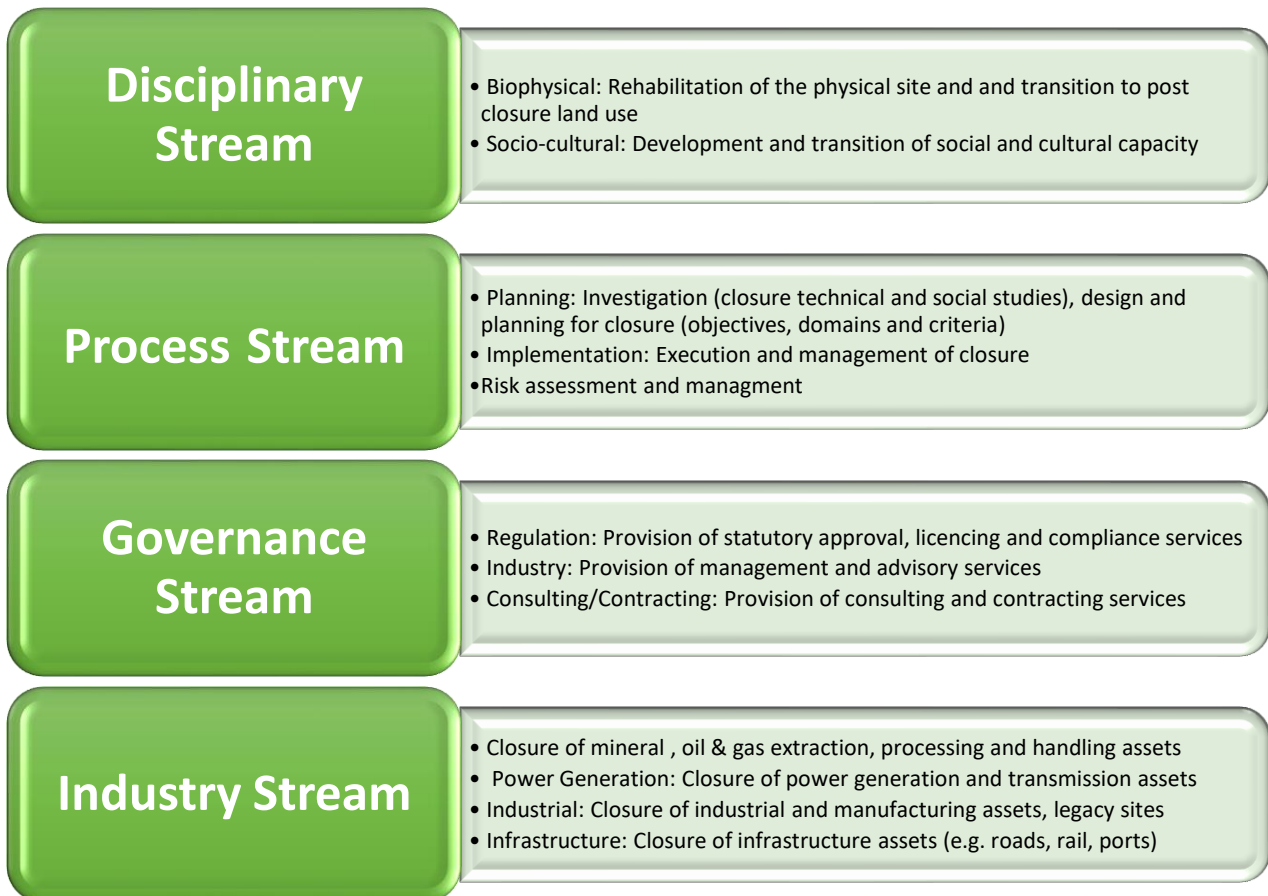
PREAMBLE

The purpose of this competency framework is to provide members of the Closure Planning Practitioners Association (CPPA) with guidance toward developing and achieving a consistent and common level of proficiency and experience within the specialised practice of closure planning.

Closure planning practitioners support the closure and transition of assets to a target and agreed post closure land use.

PRACTICE STREAMS

The practice of closure planning is multidisciplinary, and it is recognised that practitioners may develop their proficiencies and experience across several streams throughout their career.



PROFESSIONAL PROFICIENCY

To be recognised as a closure planner it is expected that practitioners will develop general professional proficiency and gain experience in roles associated with the planning and execution of closure studies and projects.

Role Title	Experience (yrs)	Role Purpose	General Proficiency
Experienced	< 5	Undertake routine closure planning activities under direct supervision	<ul style="list-style-type: none"> • Performs a variety of routine technical tasks within own discipline to support the development and implementation of closure plans • Participates in preparation of scopes, proposals and business cases for complex closure plans, studies and projects • Demonstrates sound application of technical concepts and techniques within their own discipline as they apply closure planning
Senior	5 – 10	Support delivery of closure projects and studies	<ul style="list-style-type: none"> • Performs complex technical tasks and techniques within own discipline to address problems and identify technical solutions • Supports preparation of scope, proposals and business cases for complex closure plans, studies and projects • Supervises experienced staff in the performance of routine within their own disciplines as they apply to closure planning • Demonstrates understanding of technical concepts and techniques within related disciplines as they apply to closure planning • Demonstrates awareness and application of industry guidelines, codes of practice and emerging technologies as they relate to closure planning
Specialist	10-20	Lead closure projects and studies	<ul style="list-style-type: none"> • Applies advanced closure theories, concepts and processes and is seen as a subject matter expert (SME) within own organisation • Develops scope, proposals and business cases for complex closure plans, studies and projects • Supervises the performance of routine across own and related disciplines as they apply to closure planning • Coordinates and manages the development and implementation of multi-disciplinary closure plans, studies and projects • Builds capability within the practice of closure planning within own organisation • Prepares, publishes and delivers peer reviewed articles and technical papers associated with closure planning • Demonstrates a comprehensive understanding of the content and limitations of relevant guidelines and codes of practice • Applies and contributes to leading research and emerging technology within the practice of closure planning
Principal	> 20	Promote technical excellence and provide a role model for development of technical mastery	<ul style="list-style-type: none"> • Formulates, develops and pioneers innovative solutions and research to address complex and problems within closure • Supervises the preparation of scopes, proposals and business cases for complex closure plans, studies and projects • Recognised ability to lead integration of a diverse range of specialist inputs on complex closure plans, studies and projects • Builds and promotes capability across closure planning practice • Contributes to and drives the development of closure planning standards, guidelines and industry practice • Peer reviews articles and technical papers for external publication • Negotiates resolution of critical issues and challenges internally and externally to own organisation

TECHNICAL EXPERIENCE

To be recognised as a closure planner it is expected that practitioners will develop general professional proficiency and gain experience in roles associated with the planning and execution of closure studies and projects.

Technical Aspect	Technical Element	Technical Experience
Strategic Planning	Land Use Planning	<ul style="list-style-type: none"> • Understanding and application of land use capability assessments • Application of legal instruments and statutes influencing land use planning decisions • Knowledge of regional development processes and strategies • Development of post-closure land use strategies • Understanding and application of mechanisms for relinquishment and the liability transfer • Understanding and engagement of stakeholders regarding post closure land use planning
	Social and Economic Transition Planning	<ul style="list-style-type: none"> • Preparation, review and approval of social impact assessments for closure • Knowledge of regional development processes and strategies • Understanding and engagement of stakeholders regarding post closure social transitioning
	Mine closure plan (MCP) preparation	<ul style="list-style-type: none"> • Preparation, review and approval of closure plans • Understanding and application of relevant guidelines and standards for development of closure plans • Understanding and engagement of internal and external stakeholders regarding preparation and approval of closure plans
	Business Case Development	<ul style="list-style-type: none"> • Understanding and application of requirements and guidelines for development of business cases for closure projects • Preparation, review and approval of business cases for resourcing and financing of closure projects • Engagement with relevant management and stakeholders regarding development, communication and approval of business case for closure projects
Compliance and auditing	Policy and Guidance Development	<ul style="list-style-type: none"> • Understanding, application and development of closure planning policy and guidance
	Legal Obligations Register	<ul style="list-style-type: none"> • Preparation and review of legal obligations registers associated with closure planning • Engagement and consultation with legal professionals regarding legal issues in closure planning
	Compliance Auditing	<ul style="list-style-type: none"> • Preparation and review of audits of closure plans against regulatory requirements and industry standards
	Relinquishment/Asset Transfer	<ul style="list-style-type: none"> • Preparation and review of assessment of closure planning suitability to support asset divestment and acquisition
	Monitoring	<ul style="list-style-type: none"> • Planning and execution of scopes of work for completion criteria monitoring and evaluation • Engagement with relevant and stakeholders regarding the adaptive management of completion criteria
Knowledge Development	Baseline Knowledge Analysis	<ul style="list-style-type: none"> • Preparation and review of knowledge gap analyses within closure plans and studies
	Technical Knowledge Studies	<ul style="list-style-type: none"> • Planning and execution of scopes of work for technical knowledge development for closure plans, studies and projects

Technical Aspect	Technical Element	Technical Experience
	Social Knowledge Studies	<ul style="list-style-type: none"> • Planning and execution of scopes of work for social, cultural and economic knowledge development for closure plans, studies and projects
Risk and Investigation	Qualitative Risk Assessment	<ul style="list-style-type: none"> • Understanding, application and review of relevant qualitative closure risk assessments for closure plans, studies and projects, and the different methodologies, processes and frameworks (e.g. QRA, FMEA) which can be applied • Facilitation of multiple disciplinary assessment of technical and project risks for closure plans, studies and projects
Scope Development	Completion Criteria Development	<ul style="list-style-type: none"> • Development of completion criteria for closure plans, studies and projects • Negotiation with relevant stakeholders relating to review and approval of completion criteria
	Options Assessment	<ul style="list-style-type: none"> • Assessment of closure options using multiple criteria analysis / multiple accounts analysis or similar techniques for closure studies, projects and plans
	Engineering Development	<ul style="list-style-type: none"> • Coordination of engineering development for closure studies and projects
Cost Estimating & Financing	Cost Provisioning	<ul style="list-style-type: none"> • Preparation and review of closure provisions in accordance with regulatory requirements for closure plans, studies and projects
	Closure Cost Estimation	<ul style="list-style-type: none"> • Preparation of closure cost estimates in accordance with industry standards for closure plans, studies and projects guidance
	Financial Risk Assessment	<ul style="list-style-type: none"> • Understanding, application and review of financial risk assessment for closure plans, studies and projects
	Liability Transfer	<ul style="list-style-type: none"> • Understanding, application and review of liability transfer planning for closure plans, studies and projects
Stakeholder Engagement	Stakeholder identification and assessment	<ul style="list-style-type: none"> • Identification and assessment of stakeholders for closure plans, studies and projects
	Stakeholder engagement planning	<ul style="list-style-type: none"> • Preparation of stakeholder engagement plans for closure plans, studies and projects
	Stakeholder engagement	<ul style="list-style-type: none"> • Facilitation and participation in stakeholder engagement activities for closure plans, studies and projects
Execution Project & studies Delivery	Contract Management	<ul style="list-style-type: none"> • Preparation and execution of tender packages for closure site works for closure projects
	QA/QC	<ul style="list-style-type: none"> • Preparation and execution of QA/QC packages for closure projects