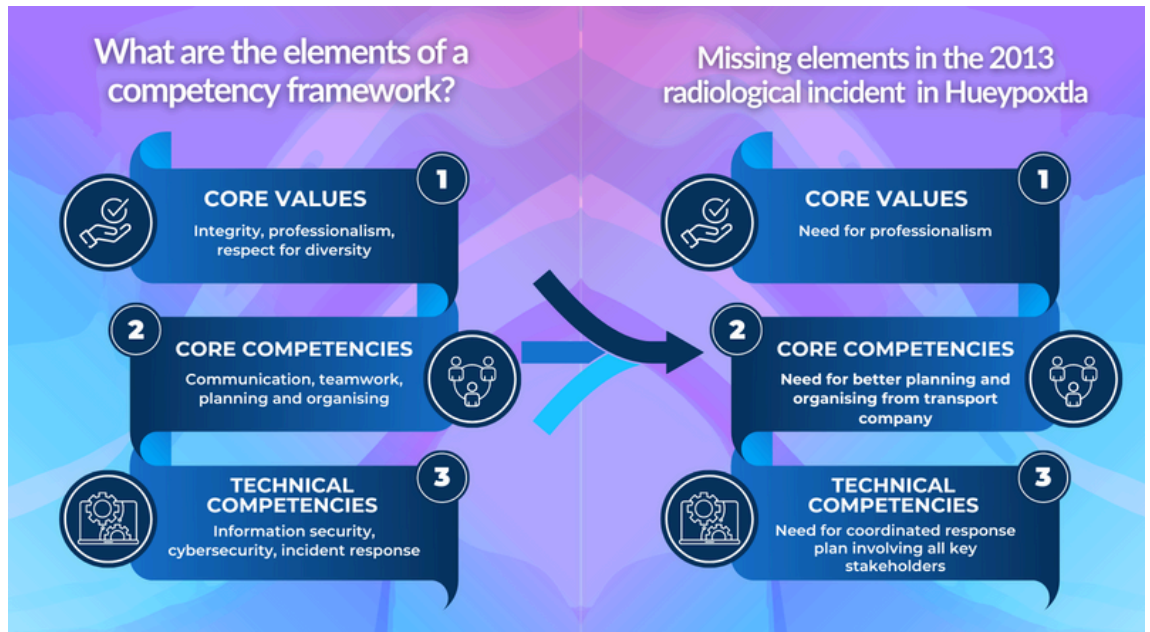


SECOND WEBINAR ON NUCLEAR SECURITY COMPETENCY FRAMEWORK DEVELOPMENT IN THE ASEAN REGION: Core Elements & Assigning Levels and Indicators

Key Takeaways

The three fundamental elements in developing a competency framework are core values, core competencies and technical competencies. In the example of Hueypoxtla in 2013 when a radioactive source went missing, webinar participants learned a number of elements were missing, resulting in the incident.



Example of Levels and Indicators: Security Operations

	Level 1: Guard	Level 2: Senior Guard	Level 3: Guard Supervisor	Level 4: Security Manager
Description	Apply appropriate procedures for guard and patrol activities	Apply appropriate procedures for armed guard and patrol activities	Supervise security activities in accordance with organisational procedures	Manage and review guard and patrol processes
Indicator	Understand assignment instructions for preparing and performing guard and patrol activities	Demonstrate guarding and patrol activities to less experienced team members in line with assignment instructions	Assign and manage patrol duties in line with assignment instructions	Review and adjust assignment instructions to maximise security effectiveness

Each level of the core competency has indicators that show how an individual can demonstrate that competency. In this example, the competency is performing and managing guard and patrol duties to ensure the security of nuclear facilities. Indicators are specific descriptions that demonstrate expertise in a particular competency and provide evidence of how a person is competent in performing a task.



International Experience from Thailand

During the webinar, participants heard from Issariya Chairam, radiation biologist at Thailand's Office of Atoms for Peace (OAP). OAP is currently developing their competency framework and training needs analysis. A major lesson learned by OAP is the following:

→ Gaining management awareness and commitment is key to success. Developing a competency framework is not a task for an individual but a collective effort.

