Introducing AusIMM

AusIMM is the peak body for people working in the resources sector. We shape careers, showcase leadership, create communities and uphold professional standards. We represent a global community of members and professionals from 100 countries and are committed to improving environmental, social and economic outcomes in the resources sector, now and for generations to come.

AusIMM Chartered Professionals Program

AusIMM offers multi-disciplinary accreditation to highly experienced, competent professionals through its Chartered Professional Program. By demonstrating an ongoing commitment to global best practice and continual learning, AusIMM Chartered Professionals are globally recognised for working to high standards in the resources sector and highly valued by employers, clients, and the broader mining community.

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Start using Social Performance and Environment materials

Social Performance and Environment

Social Performance and Environment practitioners advise on, guide and undertake work activities that seek to minimise harm and maximise benefits from minerals development on social and biophysical landscapes to constructively and sustainably position the minerals industry in society.

AusIMM's Social and Environment Committee has developed materials to support the professional development and assessment of AusIMM members in the disciplines of Social Performance and the Environment.

The Area of Practice descriptors, competency assessment tools, courses and guidelines linked here are designed to support self-directed professional development by Social Performance and Environment practitioners. The materials identified are assessed by AusIMM's Social and Environment Committee to be useful and current in 2023, with no opinion provided nor implied on relative merit or likelihood of future availability.

Social Performance

Social Performance is one of the seven professional disciplines recognised for AusIMM Chartered Professional status. The linked materials provide general advice on professional development that can guide Social Performance practitioners in their career development, however they do not provide a guaranteed pathway to Chartered Professional attainment.

View Practice Area Descriptors

View Courses

View Guidelines

Environment

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Social Performance – Areas of Practice

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Areas of Practice descriptors 13-16 relate to systemic requirements in the minerals sector and can apply to Environment and Social Performance (ESP) and other professional disciplines.

1. Social Science
2. Community and stakeholder communication and engagement
3. Cultural competency and training
4. Indigenous and land-connected peoples
5. Prevention and management of social risk and conflict
6. Cultural heritage management
7. Local level agreements (LLA)
8. Resettlement and population movement
9. Local and regional development
10. Management, monitoring and evaluation of social projects
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15. Sustainable Development principles
16. Workplace and community health, safety and security

1. Social science

Collecting and interpreting social science data relevant to natural resource exploration, development, operations and closure. Competency indicators include:

1.1. being proficient in desktop and field based quantitative and qualitative social science research;

1.2. knowledge of development and behavioural studies, sociology, anthropology, ethnography and archaeology;

1.3. compiling socioeconomic and sociocultural knowledgebase studies, including validation approaches;

1.4. understanding and using risk frameworks to determine community and social group priorities;

1.5. undertaking Social Impact Assessment (regulatory and business-driven), including human rights assessment;

1.6. understanding overarching gender, cultural diversity, vulnerable people and human rights considerations and taking these into account across all areas of practice;

1.7. understanding data distorting effects such as 'survey fatigue' and 'observer effect';

1.8. familiarity with the 'Capital' frameworks model (e.g. natural, social, human, built and financial), including transfer flows and drivers; and

1.9. other social analysis frameworks relevant to natural resource extraction.

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2. Community and stakeholder communication and engagement

Designing and implementing effective communication, consultation and engagement with affected communities and stakeholders. Competency indicators include:

2.1. preparing stakeholder engagement plans;

2.2. carrying out stakeholder mapping, including their interests, influence and materiality;

2.3. identifying communities of direct interest within the stakeholder network;

2.4. organising and undertaking engagement activities at individual, small group, medium- and large-scale levels;

2.5. sustaining community and stakeholder direct feedback of views and concerns regarding existing operations and proposed projects

2.6. preparing community and stakeholder communication plans including key messages; and

2.7. skills in social media management.

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3. Cultural competency and training

Understanding the customs, norms and values of different local and minority community groups. Competency indicators include:

3.1. knowing how and why these may differ from those of the dominant culture and how this affects how people experience the impacts of extractive activities;

3.2. understanding how different world views affect social and business relationships, behaviours and political outcomes;

3.3. understanding the difficulties that local, marginalised and other minority groups may experience in the face of development;

3.4. demonstrating respect for ethnic, race, gender, class and authority relationships;

3.5. exercising the fundamentals of active listening, dialogue and consensus communication;

3.6. being able to fit local customs, values, rights, interests and norms into the context of legal and international conventions; and

3.7. managing and delivering cross cultural training and induction.

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4. Indigenous and land-connected peoples

Understanding the risks, threats and opportunities when working with land-connected and Indigenous peoples. Competency indicators include:

4.1. understanding the social nature of Indigenous recognition;

4.2. awareness of traditional and/or legal title and claims to land, water and other natural resources;

4.3. knowledge of frameworks of colonisation and national inclusion;

4.4. understanding the alienation that disconnection from land and waters can cause;

4.5. managing issues associated with competing claims for land, water and other resources;

4.6. understanding the role of Indigenous institutions and representative organisations;

4.7. understanding within Australasian context the history of minerals sector engagement with Indigenous peoples and how it has changed over time; and

4.8. knowledge of relevant national and international context, standards, guidance and laws, such as Free, Prior, Informed Consent (FPIC) and the UN Declaration on the Rights of Indigenous Peoples (UNDRIP).

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5. Prevention and management of social risk and conflict

Identifying and managing social risks, impacts and conflict. Competency indicators include:

5.1. being able to analyse the nature and causes of social and related business risk;

5.2. identifying conflicting interests and prohibitions between/ within different community groups;

5.3. designing systems and action aimed at prevention, management, remediation, resolution and recompense;

5.4. designing and managing community concerns, complaints and grievance procedures;

5.5. participating in social incident investigation and mitigation;

5.6. conversant in active listening, restorative justice, mediation, dialogue and consensus building;

5.7. understanding particular issues associated with artisanal mining and how to manage them; and

5.8. knowing the importance of civil interface in emergency response procedures and situations.

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6. Cultural heritage management

Identifying and managing the protection of cultural heritage values, rights and interests. Competency indicators include:

6.1. recognising the diverse forms of tangible and intangible cultural heritage values and their interaction;

6.2. understanding the roles and relationship of archaeology and anthropology in assessing different heritage values, potential impacts upon them and associated business risks;

6.3. designing and implementing of cultural heritage management systems;

6.4. developing cultural heritage protection approaches with the involvement of communities and stakeholders;

6.5. designing mitigation procedures that avoid and minimise potential cultural heritage impacts (e.g. work clearance and chance finds procedures);

6.6. integrating cultural heritage considerations, risks, protection procedures and penalties into operational practice;

6.7. designing approaches and programs aimed at cultural heritage enhancement; and

6.8. working with cultural heritage custodians to identify the limits of acceptable cultural change.

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7. Local level agreements (LLA)

Managing the negotiation and implementation of LLA in various business, land use, recreational, cultural and jurisdictional contexts, recognising that they apply across an entire enterprise with senior management accountability. Competency indicators include being able to:

7.1. identify formal and informal land, water and other natural resource tenure;

7.2. work with relevant groups to negotiate agreement, in the form of formal contracts which impact the whole of the business, on access to these resources;

7.3. design 'fit for purpose' LLA, ranging from simple memoranda of understanding to comprehensive legal agreements

7.4. understand and achieve agreement on the difference between compensation and benefits;

7.5. build environmental rehabilitation and post-closure options in LLA;

7.6. achieve mutual accountability frameworks for management of social impacts and commitments;

7.7. design and achieve institutional arrangements and governance structures for durable LLA; and

7.8. set up monitoring and evaluation of LLA and contained commitments.

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8. Resettlement and population movement

Identifying and managing the risks associated with population movements arising from natural resource exploration, development and closure. Competency indicators include:

8.1. understanding in-migration, resettlement and/or the economic displacement of people and their livelihoods;

8.2. being able to identify existing, emerging and latent socio-economic drivers of migration;

8.3. knowledge of resettlement, economic displacement and in-migration mitigation approaches;

8.4. the ability to align restorative mitigation with resource and asset development schedules;

8.5. understanding gender, age, ethnic and other social identity considerations;

8.6. preparing resettlement and economic displacement action plans (RAP); and

8.7. designing RAP monitoring, evaluation and close-out criteria.

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9. Local and regional development

Understanding the negative impacts and positive influence that natural resource development can have in a region and advise how to leverage this for business and affected community benefit. Competency indicators include understanding:

9.1. the fundamentals of local and regional economic development;

9.2. economic studies, such as Economic Value Added (EVA) and Input-Output analysis;

9.3. understanding the respective roles of communities, business, government, NGO's and philanthropy;

9.4. mutual benefit of shared infrastructure (e.g. roads, airports and emergency services), and

9.5. applying participatory and partnership approaches that necessarily involve governments, community groups and specialist agencies having different resources and skills, mutual commitments, accountability and reciprocity.

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10. Management, monitoring and evaluation of social projects

Identifying, selecting and effectively managing business-supported social projects. Competency indicators include:

10.1. designing business strategy, cost/benefit analysis, control and assurance of social projects;

10.2. building sustainable partnerships that include capacity development, respective resource inputs and value alignment;

10.3. being able to monitor and evaluate social project viability, risks, progress and outcomes;

10.4. designing quantitative and qualitative performance indicators (e.g. education, health and economic metrics);

10.5. ensuing the involvement of affected communities and other appropriate organisations; and

10.6. understanding different social project and endowment governance structures (e.g. trusts, foundations, managed funds, direct management).

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11. Local employment and workforce development

In conjunction with human resources, operations functions and community representatives, designing processes for improving local employability and employment and brokering this within the business. Competency indicators include:

11.1. designing appropriate and effective methods for training local people to be work-ready;

11.2. knowing how to identify, recruit, select and employ suitable local people;

11.3. ensuring selection processes and criteria match business and community needs;

11.4. reviewing performance and reporting on measures to community on a regular basis;

11.5. mitigating the potential impact on family life, gender relationships and other local norms; and

11.6. understanding how to expand local employment opportunities through contractor activities.

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12. Local enterprise facilitation and development

In conjunction with procurement, other functions and community representatives, facilitating the development of local/regional small and medium enterprises (SME). Competency indicators include:

12.1. understanding approaches and methods to identify local entrepreneurs and SME opportunities;

12.2. designing business processes for sourcing of local goods and services including optimal invoicing arrangements;

12.3. being able to foster SME development programs, business incubators and advisory services;

12.4. brokering SME development partnerships with government, civil society and other enterprises;

12.5. understanding the principles of micro-financing and other SME funding models; and

12.6. monitoring performance outcomes and reporting these internally and externally.

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13. Mining enterprise management systems

Familiarity with enterprise governance and management systems and using these in the course of ESP work to create business value. Competency indicators include:

13.1. understanding overarching business context, needs and strategies, and positioning ESP accordingly;

13.2. using risk and materiality assessments to appropriately position ESP factors in risk registers;

13.3. managing ESP matters in a way that considers why and how external stakeholders interact with mining enterprises and ensures that interactions add value to them and the enterprises;

13.4. positioning ESP in an organisational context, particularly within the Health, Safety and Environment (HSE, Human Resources, Finance, Operations, Risk, Internal Audit, Communication, Government and Public Relations functions.)

13.5. managing ESP through an enterprise's existing systems and tools, such as change management approaches, budgeting tools and lean boards;

13.6. ensuring community and stakeholder feedback is adequately recorded and understood within and across an enterprise;

13.7. establishing ESP accountability in enterprise management frameworks and business practice;

13.8. ensuring ESP compliance and performance consequences are accurately understood and factored in enterprise internal audit/assurance processes; and

13.9. developing and embedding ESP metrics into business improvement, compliance and reporting.

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Areas of Practice descriptors 13-16 relate to systemic requirements in the minerals sector and can apply to Environment and Social Performance (ESP) and other professional disciplines.

14. Multi-lateral and financial institutions standards.

Managing ESP matters to achieve business compliance with government and other external ESP policies, standards and guidelines. Competency indicators include working knowledge and application of:

14.1. context-specific jurisdictional statutory, regulatory and policy requirements;

14.2. relevant United Nations (UN) and International Labour Organisation (ILO) and other declarations, such as the UN Guiding Principles on Business and Human Rights, the UN Declaration on the Rights of Indigenous Peoples and the Voluntary Principles on Security and Human Rights;

14.3. International Finance Corporation (IFC) and similar Performance Standards;

14.4. Equator Bank and other relevant principles, codes of conduct and good practice;

14.5. Extractive Industries Transparency Initiative (EITI) and the Global Reporting Initiative (GRI);

14.6. OECD Due Diligence Guidance for Responsible Business Conduct;

14.7. relevant management certification standards (e.g. ISO 14001 and ISO 26000); and

14.8. adequately positioning and managing ESP practice, governance and reporting to help secure financing.

Social Performance – Areas of Practice

Social Performance practitioners advise on, guide and undertake work activities that seek to minimise harm and maximise benefits from minerals sector enterprises on affected stakeholders and in doing so constructively and sustainably position minerals sector activity in its social context. Social Performance work undertaken effectively integrates across many enterprise functional areas through all stages of mineral exploration, project evaluation, construction, operations, transition to closure and post-closure. It includes the preparation and implementation of Social Performance management plans that support optimal business strategy, socioeconomic research and monitoring, community engagement, the preparation of social-related compliance and other documentation required by government and financial lenders, the development of social-related business policy and involvement in assurance activities. It can also involve a range of activities that support the application of sustainable development principles in all stages of the resource extraction cycle.

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Areas of Practice descriptors 13-16 relate to systemic requirements in the minerals sector and can apply to Environment and Social Performance (ESP) and other professional disciplines.

15. Sustainable Development principles

Understanding the history of Sustainable Development (SD), evolving Sustainability expectations and how this relates to business Environment-Social-Governance (ESG) performance, metrics and reporting. Competency indicators include working knowledge and application of:

15.1. the economic, social, environmental and governance aspects of Sustainable Development

15.2. concepts like intergenerational equity, materiality and natural and social capital fungibility;

15.3. ESP in Sustainability Standards Accounting Board approaches;

15.4. sustainable supply chain assessments;

15.5. extractive sector ESP alignment with the UN Sustainable Development Goals (SDGs);

15.6. International Council for Mining and Metals (ICMM) 10 Principles;

15.7. ICMM Sustainable Development Framework and Assurance Standard

15.8. ESP factors in stock exchange sustainability indices and reporting; and

15.9. ESP in annual sustainability reporting consistent with the Global Reporting Initiative (GRI).

Social Performance – Areas of Practice

Social Performance practitioners advise on, guide and undertake work activities that seek to minimise harm and maximise benefits from minerals sector enterprises on affected stakeholders and in doing so constructively and sustainably position minerals sector activity in its social context. Social Performance work undertaken effectively integrates across many enterprise functional areas through all stages of mineral exploration, project evaluation, construction, operations, transition to closure and post-closure. It includes the preparation and implementation of Social Performance management plans that support optimal business strategy, socioeconomic research and monitoring, community engagement, the preparation of social-related compliance and other documentation required by government and financial lenders, the development of social-related business policy and involvement in assurance activities. It can also involve a range of activities that support the application of sustainable development principles in all stages of the resource extraction cycle.

Descriptors and examples of competency indicators for Areas of Practice 1-12 are intended to support Social Performance professional development that provides a pathway to AusIMM Chartered Professional status. The 'Areas of Practice' are not all relevant everywhere, nor in their entirety to everyone in Social Performance roles considering Chartered Professional pathway and status. They are updated regularly in response to evolving industry needs. Some AoP's are systemic to the minerals sector, hence apply to both the Environment and Social Performance disciplines and are identified accordingly.

Areas of Practice descriptors 13-16 relate to systemic requirements in the minerals sector and can apply to Environment and Social Performance (ESP) and other professional disciplines.

16. Workplace and community health, safety and security

Aligning and managing ESP work within a safety-oriented culture and enterprise health, safety and security systems, including mental health considerations. Competency indicators include:

16.1. contributing to workplace, supply chain and community health, safety and security risk assessments;

16.2. contributing to workplace, supply chain and community hazard identification and mitigation;

16.3. familiarity and compliance with health, safety and security controls;

16.4. effectively monitoring of ESP-related health, safety and security matters; and

16.5. ability to participate in root cause analysis of ESP-related health and safety incidents.

Social Performance – Competency Assessment Tool

Introduction

Resource Sector Context and Social Performance

The AusIMM has developing this competency assessment tool to support the development and assessment of its professional members in the Social Performance discipline.

Social Performance (SP) practitioners advise on, guide and undertake work activities that seek to minimise harm and maximise benefits from resource sector enterprises on affected stakeholders and in doing so constructively and sustainably position resource extraction activity in its social context. SP work undertaken effectively integrates across many enterprise functional areas through all stages of resource exploration, project evaluation, construction, operations, transition to closure and post-closure. It includes the preparation and implementation of SP management plans that support optimal business strategy, socioeconomic research and monitoring, community engagement, the preparation of social-related compliance and other documentation required by government and financial lenders, the development of social-related business policy and involvement in assurance activities. The work can also involve a range of activities that support the application of sustainable development principles and Environmental, Social and Governance (ESG) requirements in all stages of the resource extraction cycle.

Purpose of Social Performance Competencies

Competency is essential in the effective performance of complex work, hence clearly mapping competency requirements of roles helps in the selection of the right people for the work and helps map pathways for their further career development. In this context the competencies for an individual are defined as:

"The knowledge, skills, experience, behaviour, attitudes and attributes required to effectively perform the role"

The competencies required of those in SP roles that are set out in this document, including examples of 'competency indicators', align to the Australasian Institute of Mining and Metallurgy (AusIMM) SP Chartered Professional Area of Practice (AoP) requirements. The competency indicator lists are not intended to be exhaustive; they are intended to help people in SP roles and those who regularly interface with affected stakeholders map the range and level of their SP competency set.

Effective SP work is important for resource enterprise value and continues to grow in complexity. The AoP competencies required to deliver on SP objectives have grown accordingly and fall into three key areas:

1. Engagement

The ability to work closely with extractive enterprise affected communities and other relevant stakeholders on ESG-related matters, and to facilitate engagement between an extractive enterprise, affected communities and other stakeholders.

2. Management

The ability to manage business-driven SP work and integrate it across a resource enterprise.

3. Technical

Specialist skills in areas such as: socioeconomic research, local level agreement making, cultural heritage protection and management, local enterprise development, community project design, monitoring and evaluation.

Using Social Performance Competencies

The Social Performance competencies tool can be used for:

- Guiding the position descriptions, recruitment, selection and deployment of SP practitioners.
- Enabling people working in SP roles to self-rate their own competency profile and work with their team leader to receive constructive feedback and coaching to manage their career.
- Guiding the professional development of people in SP roles.
- Consistently assessing, building, managing and rewarding constructive social performance and behaviours of individuals and overall teams.
- Assessing SP competency in relevant areas for the purposes of achieving SP Chartered Professional status in the AusIMM
- Assessing competency in relevant areas for the purpose of participating in, and 'signing off' on, relevant SP matters under various reporting code and due diligence exercises.

The lists of SP competency indicators can be used in two ways.

1. When assessing an individual, a deemed rating for each SP competency indicator can be indicated by entering a single number from 0 to 5 in the first column.
2. When 'mapping' whether an existing SP competency is present (somewhere) in the overall enterprise team, a single entry of a score from 0 to 5 or the symbol * (designating a time-limited specific consultant) can be written in the first column; with an entry in the second column indicating the desired competency requirement. Any differences in rating indicates a gap in the team's competency profile that may need to be filled.

Social Performance Competencies & Rating Levels

It is not expected that all SP roles will need to demonstrate advanced application or mastery in any or all of the competency indicators described. Nor will all SP professionals and workplace contexts necessarily require all the competencies - requirements will depend to a large extent on the nature of the work location, life cycle stage and the social context.

Competency Ratings Table

Score	Rating	Description
0	Not required	Not required to understand or apply this AoP competency.
1	Basic awareness	Is aware of this AoP competency requirement in less complex situations but unable, or not required, to apply it.
2	Basic understanding	Able to describe this AoP competency and can apply it when necessary in less complex situations.
3	Medium application	Can effectively practice and apply this AoP competency in more complex situations and contexts on a regular and consistent basis.
4	Advanced application	Able to apply this AoP in highly complex, dynamic and challenging situations. Has deep knowledge and experience and is recognised as having specialist expertise within the extractive sector.
5	Expert mastery	Demonstrates leading edge knowledge and experience of this AoP. Able to apply it in many situations. Acknowledged as an expert, especially in addressing the most complex and difficult challenges.
*	Specific requirement dependent on circumstance	Experience and expertise in this area may not be required in a permanent staff role. A time-limited need is dependent on location-specific circumstances.

Social Performance – Competency Assessment Tool

Home

1. Social science	Self/Team assessment	Desired rating
AoP competency overall		
Able to collect, collate and interpret social science data relevant to natural resource exploration, mining and mineral processing operations, closure and/or repurposing.		
Competency indicators include:		
• proven proficiency in desktop and field based quantitative and qualitative social science research.		
• demonstrated knowledge of development and behavioural studies, sociology, anthropology, ethnography and archaeology.	_	_
• able to plan, scope and compile socioeconomic and sociocultural knowledge base studies, including validation.		
• can compile compliance registers of social-related statutory, legal, regulatory and public policy obligations.		
• validated understanding and use of risk frameworks to determine community and social group priorities.	_	_
• can prepare, review and scope Social Impact Assessment (regulatory and business-driven), including for human rights exposures.	_	_
• demonstrated understanding of overarching gender, cultural diversity, vulnerable people and human rights considerations and taking these into account across all Areas of Practice.	_	_
• can discuss data distorting effects, such as ‘survey fatigue’ and ‘observer effect’.		
• describe familiarity with the ‘Capital’ frameworks model (e.g., natural, social, human, built and financial), including transfer flows & drivers.		
• describe familiarity with legal, regulatory and other social analysis frameworks relevant to natural resource extraction.		

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

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2. Community and stakeholder communication and engagement	Self/Team assessment	Desired rating
AoP competency overall		
Able to design and implement effective communication, consultation and engagement with affected communities and stakeholders.		
Competency indicators include:		
• demonstrated ability to prepare stakeholder engagement plans.		
• able to carry out stakeholder mapping, including their interests, influence and materiality.		
• can explain how to identify communities of direct interest within the stakeholder network.		
• can organise and undertake engagement activities at individual, small group, medium- and large-scale levels.		
• can manage community and stakeholder direct feedback of views and concerns regarding existing operations and proposed projects.		
• able to prepare community and stakeholder communication plans including key messages.		
• can contribute as relevant to public disclosure reports, such as annual sustainability reporting, JORC and VALMIN public disclosure, stock exchange announcements.		
• demonstrated skills in social media management.		

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3. Cultural competency & training	Self/Team assessment	Desired rating
AoP competency overall		
Understanding the customs, norms and values of different local and minority community groups.		
Competency indicators include:		
• can explain how and why minority world views may differ from those of the dominant culture and how this affects their experience the impacts of extractive activities.	_	_
• demonstrates understanding of how different world views affect social and business relationships, behaviours and political outcomes.	_	_
• can describe the difficulties that local, marginalised and other minority groups may experience in the face of development.		
• demonstrates respect for ethnic, race, gender, class and authority relationships	_	_
• can exercise the fundamentals of active listening, dialogue and consensus communication.		
• is able to reconcile local customs, values, rights, interests and norms into the context of legal and international conventions.	_	_
• can design, manage and deliver cross cultural training and induction.	_	_

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4. Indigenous and land-connected people	Self/Team assessment	Desired rating
AoP competency overall		
Understanding the risks, threats and opportunities when working with land-connected and Indigenous peoples.		
Competency indicators include:		
• demonstrated understanding of the social nature of Indigenous recognition.		
• demonstrated awareness of traditional and/or legal title and claims to land, water and other natural resources.	_	_
• can explain frameworks of colonisation and national inclusion.	_	_
• can explain the alienation that disconnection from land and waters can cause.		
• can manage issues associated with competing claims for land, water and other resources.		
• can explain the role of Indigenous institutions and representative organisations.	_	_
• can describe the history of minerals sector engagement with Indigenous peoples and how it has changed over time	_	_
• demonstrable knowledge of relevant national and international context, standards, guidance and laws, such as Free, Prior, Informed Consent (FPIC) and the UN Declaration on the Rights of Indigenous Peoples (UNDRIP).		

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

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5. Prevention and management of social risk and conflict	Self/Team assessment	Desired rating
AoP competency overall		
Can identify and manage qualitative social risks, impacts and conflict.		
Competency indicators include:		
• Is able to analyse the nature and causes of social and related business risks.	_	_
• can identify conflicting interests and prohibitions between/within different community groups.	_	_
• able to design systems and action aimed at prevention, management, remediation, resolution and recompense of social harm.	_	_
• able to design systems for and manage community concerns, complaints and grievance procedures.		
• can participate in social incident investigation and mitigation.	_	_
• is conversant in active listening, restorative justice, mediation, dialogue and consensus building.		
• can explain issues associated with artisanal mining and how to manage interaction.		
• experience in and/or can explain the importance of civic interface in emergency response procedures and situations.		

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

Social Performance – Competency Assessment Tool

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6. Cultural heritage management	Self/Team assessment	Desired rating
AoP competency overall		
Can identify and manage the protection of cultural heritage values, rights and interests.		
Competency indicators include:		
• can explain the diverse forms of tangible and intangible cultural heritage values and their interaction.	_	_
• can explain the roles and relationship of archaeology and anthropology in assessing different heritage values, potential impacts upon them and associated resource enterprise risks.		
• demonstrated ability to design and implement cultural heritage management systems.	_	_
• demonstrated ability to develop cultural heritage protection approaches with the involvement of communities and relevant stakeholders.	_	_
• able to design mitigation procedures that avoid and minimise potential cultural heritage impacts (e.g., work clearance and chance finds procedures).	_	_
• able to integrate cultural heritage considerations, risks, protection procedures and penalties into operational practice.	_	_
• can explain why approaches and programs aimed at cultural heritage enhancement and celebration are important.		
• demonstrated ability to be able to work with cultural heritage custodians to identify the limits of acceptable cultural change.		

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

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7. Local level agreements (LLA)	Self/Team assessment	Desired rating
AoP competency overall		
Can manage the negotiation and implementation of LLA in various resource enterprise, land use, recreational, cultural and jurisdictional contexts, recognising that they apply across an entire enterprise with senior management accountability.	–	–
Competency indicators include:		
• can identify formal and informal land, water and other natural resource tenure.	–	–
• able to work with relevant social groups and legal professionals to negotiate agreements as formal contracts covering access to resources on an entire enterprise basis.		
• can design 'fit for purpose' LLA, ranging from simple memoranda of understanding to comprehensive legal agreements.	–	–
• demonstrated understanding of the difference between compensation and benefits, and to the ability to reach agreement on requisite levels in LLA.	–	–
• able to build environmental rehabilitation and post-closure options into LLA.		
• able to negotiate mutual accountability frameworks for the management of social impacts and commitments.		
• can design and negotiate institutional arrangements and governance structures for durable LLA.		
• able to set up monitoring and evaluation systems for LLA and contained commitments.		

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8. Resettlement and population movement	Self/Team assessment	Desired rating
AoP competency overall		
Can identify, analyse and manage the risks associated with population movements arising from natural resource exploration, development, closure and/or re-purposing.		
Competency indicators include:		
• can explain the challenges of in-migration, resettlement and/or the economic displacement of people and their livelihoods.	_	_
• able to identify existing, emerging and latent socio-economic drivers of migration.		
• demonstrably knowledge of resettlement, economic displacement and in-migration mitigation approaches.		
• able to align population movement mitigation with resource and project development schedules.	_	_
• can describe gender, age, ethnic and other social identity considerations.		
• can scope and/or prepare resettlement and economic displacement action plans (RAP)	_	_

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

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9. Local and regional development	Self/Team assessment	Desired rating
AoP competency overall		
Demonstrable understanding of the negative impacts and positive influence that natural resource development can have in a region and advise how to leverage this for resource enterprise and affected community benefit, including for post-mining economy.	–	–
Competency indicators include:		
• can explain the fundamentals and benefits of local and regional economic development.	–	–
• is conversant with economic studies, such as Economic Value Added (EVA) and Input-Output analysis.		
• can explain the respective roles of communities, resource enterprises, government, NGO's and philanthropy in regional development.	–	–
• can explain the mutual benefit of shared infrastructure (e.g., roads, airports and emergency services) and advice how to achieve.		
• can apply participatory and partnership approaches that involve governments, community groups and specialist agencies having different resources and skills, mutual commitments, accountability and reciprocity.		

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10. Management, monitoring and evaluation of social projects	Self/Team assessment	Desired rating
AoP competency overall		
Able to identify, select and effectively manage resource enterprise-supported social projects.		
Competency indicators include:		
• can design business strategies and undertake cost/benefit analysis, control and assurance of social projects.	_	_
• able to build sustainable social project partnerships that include capacity development, respective resource inputs and value alignment.	_	_
• able to monitor and evaluate social project viability, risks, progress and outcomes.	_	_
• can design quantitative and qualitative performance indicators (e.g., education, health and economic metrics).		
• can ensure the involvement of affected community groups and other appropriate organisations.		
• can explain the different social project and endowment governance structures (e.g. trusts, foundations, managed funds, direct management).	_	_

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

Social Performance – Competency Assessment Tool

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11. Local employment and workforce development	Self/Team assessment	Desired rating
AoP competency overall		
In conjunction with human resources, operational functions and community representatives, is able to design processes for improving local employability and employment and brokering this within a resource enterprise.	_	_
Competency indicators include:		
• can contribute to the design of appropriate and effective methods for training local people to be work-ready.		
• can explain the importance of and how to identify, recruit, select and employ suitable local people.	_	_
• can advise local employees selection processes and criteria that match resource enterprise and community needs.	_	_
• able to design and undertake local employment performance monitoring and regular reporting to relevant communities.	_	_
• can explain how to mitigate potential negative impacts of formal employment on family life, gender relationships and other local norms.	_	_
• can explain the benefit and how to expand local employment opportunities through contractor activities.	_	_

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

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12. Local employment and workforce development	Self/Team assessment	Desired rating
AoP competency overall		
In conjunction with procurement, other functions and community and government representatives, is able to facilitate the development of local/regional small and medium enterprises (SME),		
Competency indicators include:		
• able to explain approaches and methods to identify local entrepreneurs and SME opportunities.		
• can contribute to the design of resource enterprise processes for sourcing of local goods and services, including optimal invoicing arrangements.	_	_
• able to contribute to fostering collaborative SME development and network programs, enterprise incubators and advisory services.		
• can broker SME development partnerships with government, civil society and other enterprises.	_	_
• can explain SME marketing fundamentals.		
• can explain the principles of micro-financing and other SME funding models.	_	_
• able to set up local enterprise performance monitoring and reporting systems for internal and external purposes.		

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

AusIMM Social Performance – Competency Assessment Tool

13. Mining enterprise management systems*	Self/Team assessment	Desired rating
AoP competency overall		
Demonstrable familiarity with enterprise governance and management systems and their use in the course of ESP work to create enterprise value.		
Competency indicators include:		
• can explain overarching enterprise context, needs and strategies, and positioning ESP accordingly.		
• can contribute to qualitative risk and materiality assessments to appropriately position ESP factors in risk registers with cost provisioning.	_	_
• can manage ESP matters in a way that considers why and how external stakeholders interact with mining enterprises and ensures that interactions add value to them and a resource enterprise.		
• can explain ESP in a whole-of-enterprise organisational context, particularly with reference to Health and Safety, Human Resources, Finance, Operations, Risk, Internal Audit, Legal, Communication, Government and Public Relations functions.		
• able to manage ESP matters through an enterprise's existing systems and tools, such as change management approaches, budgeting tools and lean boards.	_	_
• can ensure community and stakeholder feedback is adequately recorded and understood within and across a resource enterprise.		
• can contribute to establishing ESP accountability in enterprise management frameworks and practice.	_	_
• can ensure ESP compliance and performance consequences are appropriately understood and factored into enterprise audit/assurance processes.		

This Area of Practice relates to systemic requirements in the natural resources sector and can equally apply to Environment and Social Performance (ESP) and other professional disciplines.

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

Social Performance – Competency Assessment Tool

14. Multi-lateral and financial institutions standards*	Self/Team assessment	Desired rating
AoP competency overall		
Able to manage ESP matters to achieve enterprise compliance with government and other external ESP policies, standards and guidelines (see below).		
Competency indicators include:		
• can explain relevant context-specific jurisdictional statutory, regulatory and policy requirements.		
• can explain relevant United Nations (UN) and International Labour Organisation (ILO) and other declarations, such as the UN Guiding Principles on Business and Human Rights, the UN Declaration on the Rights of Indigenous Peoples and the Voluntary Principles on Security and Human Rights.		
• demonstrable familiarity with International Finance Corporation (IFC) and similar Performance Standards.	–	–
• demonstrable familiarity with Equator Bank and other relevant principles, codes of conduct and good practice.	–	–
• demonstrable familiarity with Extractive Industries Transparency Initiative (EITI) and the Global Reporting Initiative (GRI).	–	–
• demonstrable familiarity with OECD Due Diligence Guidance for Responsible Business Conduct	–	–
• demonstrable familiarity with relevant management certification standards (e.g., ISO 14001 and ISO 26000);		
• can contribute to the adequately positioning and management of ESP practice, governance and reporting to help secure financing.		

This Area of Practice relates to systemic requirements in the natural resources sector and can equally apply to Environment and Social Performance (ESP) and other professional disciplines.

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

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15. Sustainable Development principles	Self/Team assessment	Desired rating
AoP competency overall		
Understanding the history of Sustainable Development (SD), evolving Sustainability expectations and how this relates to business Environment-Social-Governance (ESG) performance, metrics and reporting (see below).	_	_
Competency indicators include:		
• can list economic, social, environmental and governance (ESG) aspects of Sustainable Development.	_	_
• can explain concepts like intergenerational equity, materiality and natural and social capital fungibility.		
• can explain the importance of ESG in Sustainability Standards Accounting Board and other accounting approaches.	_	_
• can contribute to ESG supply chain assessments.	_	_
• can explain and refer to extractive sector ESG alignment with the UN Sustainable Development Goals (SDGs).		
• can reference International Council for Mining and Metals (ICMM) 10 Principles.		
• can reference the ICMM Sustainable Development Framework and Assurance Standard.	_	_
• can explain how ESG-related matters factor in stock exchange sustainability indices and reporting.		
• can contribute to the design of relevant ESG performance metrics in annual sustainability reporting consistent with the Global Reporting Initiative (GRI).	_	_

This Area of Practice relates to systemic requirements in the natural resources sector and can equally apply to Environment and Social Performance (ESP) and other professional disciplines.

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

Social Performance – Competency Assessment Tool

Home

16. Workplace and community health, safety and security	Self/Team assessment	Desired rating
AoP competency overall		
Can align and manage relevant ESP work within a safety-oriented culture and enterprise health, safety and security systems, including mental health considerations.		
Competency indicators include:		
• can contribute to workplace, supply chain and community health, safety and security risk assessments.		
• can contribute to workplace, supply chain and community hazard identification and mitigation.		
• demonstrable familiarity and compliance with health, safety and security controls.		
• able to effectively monitor ESP-related health, safety and security matters.		
• demonstrated ability to participate in root cause analysis of ESP-related health and safety incidents.		

This Area of Practice relates to systemic requirements in the natural resources sector and can equally apply to Environment and Social Performance (ESP) and other professional disciplines.

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

AusIMM Social Performance

Specific Courses | Associated Courses | Home

Course (Click for course information)	Provider	Mode of delivery	Study hours	Social Science	Community and stakeholder Engagement	Cultural competency & training	Indigenous and land-connected peoples	Prevention and management of social risk and conflict	Cultural heritage management	Local level agreements (LLA)	Resettlement and population movement	Local and regional development	Management and evaluation of social projects	Local employment and workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
				Social Performance Areas of Practice													
ESG and Social Responsibility	AUSIMM	Online	40 hrs	✓	✓		✓	✓	✓	✓						✓	✓
Gender and Mining Governance	UNDP	Online	18 hrs		✓	✓											
Company-Community Relations: Training Materials	ICMM	Online	-		✓											✓	
Indigenous Cultural Heritage Management: the Australian Resources Sector	The University of Queensland	Online	30 hrs	✓	✓	✓	✓	✓	✓								
Social Impact Assessment in the Extractives: Critical Perspectives	The University of Queensland	Online	15 hrs	✓	✓	✓		✓								✓	
Community Relations at Exploration	The University of Queensland	Online	25 hrs	✓	✓			✓				✓					
New Governance for Mining and Resource Leaders	The University of Queensland	Online	40 hrs	✓	✓			✓									✓
Minerals and Mining in a Sustainable World	The University of Queensland	Online	20 hrs														✓
Mining and Sustainability	Curtin University	Online	1 semester		✓		✓	✓		✓						✓	✓
Responsible Mining	Curtin University	Online	1 semester				✓	✓									✓
Cultural Heritage and the Law	Flinders University	In person	5 days	✓			✓		✓	✓							
Mining and Environment	University of Adelaide	Online / In person	1 semester					✓				✓					✓
Sustainable Mining Fundamentals	Informa Connect	Online / In person	1 day		✓			✓					✓				✓
Industry and Communities: A New Paradigm Around Social Performance	Colorado School of Mines	In person	3 days	✓	✓		✓	✓	✓	✓	✓		✓			✓	✓
Introduction to ESG	Edumine	Online	3 hrs					✓									✓
Managing Non-Technical Risks	PetroSkills	In person	4 days		✓			✓									
Sustainable Management in the Extractive Industry	Future Learn	Online	18 hrs									✓	✓				✓
Transition from CSR to ESG in the Mining Sector	Spire Events	In person	-		✓			✓									✓
Graduate Diploma Social Performance Management in the Extractive Industries	Queen's University	Online	24 weeks		✓		✓	✓				✓	✓			✓	✓
Executive Learning Program in Mining Law and Sustainability	University of British Columbia	Online	25 hrs			✓	✓	✓		✓							✓
Corporate Social Responsibility	Thomson Rivers University	Online	42 hrs		✓			✓					✓				✓
Social Impact Assessment	University of Strathclyde	Online	60 hrs	✓				✓					✓			✓	
Oil and Gas ESG [Environmental, Social & Governance] Fundamentals	RPS Training	Online	2 days		✓			✓								✓	✓
Oil, Gas and Mining Governance in Emerging Markets	University of Oxford	In person	5 days		✓	✓										✓	
A variety of training courses on demand	Plexus Energy	In person	-		✓		✓	✓									

Online In person

AusIMM Social Performance

Specific Courses

Course (Click for course info

- ESG and Social Responsib
- Gender and Mining Govern
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- Indigenous Cultural Herita
- Social Impact Assessment
- Community Relations at Ex
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- Responsible Mining
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- Mining and Environment
- Sustainable Mining Fundar
- Industry and Communities
- Introduction to ESG
- Managing Non-Technical F
- Sustainable Management
- Transition from CSR to ESG
- Graduate Diploma Social F
- Executive Learning Progra
- Corporate Social Responsi
- Social Impact Assessment
- Oil and Gas ESG [Environm
- Oil, Gas and Mining Govern
- A variety of training courses on demand — Plexus Energy — -

Social Performance Areas of Practice

workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
		✓	✓
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✓		✓	

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ESG and Social Responsibility

Provider

AUSIMM

Jurisdiction

Australia

40 hrs

Online

Course overview

Examine environment, social and governance performance and social responsibility (ESG/SR) through critical thinking and authentic resource sector experience looking at ESG/SR risk, threats and opportunities, and developing workplace responses, execution, assurance and performance reporting.

Social Performance Areas of Practice

- ✓ Social Science
- ✓ Community and stakeholder Engagement
- ✓ Indigenous and land-connected peoples
- ✓ Prevention and management of social risk and conflict
- ✓ Cultural heritage management
- ✓ Local level agreements (LLA)
- ✓ Multi-lateral and financial institutions standards
- ✓ Sustainable Development principles

Visit course website →

AusIMM Social Performance

Specific Courses

Course (Click for course info

- ESG and Social Responsib
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- Social Impact Assessment
- Oil and Gas ESG [Environm
- Oil, Gas and Mining Govern
- A variety of training courses on demand — Plexus Energy — -

Social Performance Areas of Practice

workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
		✓	✓
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		✓	

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Gender and Mining Governance

Provider

UNDP

Jurisdiction

International

18 hrs

Online

Course overview

This four-module course compiles research from leading institutions in the industry to build awareness and skills in regards to gender governance in the mining industry.

Social Performance Areas of Practice

- ✓ Community and stakeholder Engagement
- ✓ Cultural competency & training

Visit course website →

AusIMM Social Performance

Specific Courses

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- Oil and Gas ESG [Environm
- Oil, Gas and Mining Govern
- A variety of training courses on demand — Plexus Energy — -

Social Performance Areas of Practice

workforce development | Local enterprise facilitation and development | Multi-lateral and financial institutions standards | Sustainable Development principles

Back

Company-Community Relations: Training Materials

Provider

ICMM

Jurisdiction

International

-

Online

Course overview

ICMM has produced a series of training materials, based on key concepts from their suite of guidance, to assist companies in developing mutually supportive and resilient company-community relationships.

Social Performance Areas of Practice

- Community and stakeholder Engagement
- Multi-lateral and financial institutions standards

Visit course website →

Specific Courses

Back

Indigenous Cultural Heritage Management: the Australian Resources Sector

Provider

The University of Queensland

Jurisdiction

Australia

30 hrs

Online

Course overview

The foundational processes, practices and requirements for ensuring that cultural heritage is managed effectively and respectfully throughout the life of a mining operation.

Social Performance Areas of Practice

- Social Science
- Community and stakeholder Engagement
- Cultural competency & training
- Indigenous and land-connected peoples
- Prevention and management of social risk and conflict
- Cultural heritage management

Visit course website →

Social Performance Areas of Practice

Course (Click for course info)				workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
ESG and Social Responsib						✓	✓
Gender and Mining Govern							
Company-Community Rela						✓	
Indigenous Cultural Herita							
Social Impact Assessment						✓	
Community Relations at Ex							
New Governance for Minin							✓
Minerals and Mining in a S							✓
Mining and Sustainability						✓	✓
Responsible Mining							✓
Cultural Heritage and the L							
Mining and Environment							✓
Sustainable Mining Fundar							✓
Industry and Communities						✓	✓
Introduction to ESG							✓
Managing Non-Technical F							
Sustainable Management							✓
Transition from CSR to ESG							✓
Graduate Diploma Social F						✓	✓
Executive Learning Progra							✓
Corporate Social Responsi							✓
Social Impact Assessment						✓	
Oil and Gas ESG [Environm						✓	✓
Oil, Gas and Mining Govern						✓	
A variety of training courses on demand	Plexus Energy		-	✓		✓	

AusIMM Social Performance

Specific Courses

Course (Click for course info

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- A variety of training courses on demand — Plexus Energy — -

Social Performance Areas of Practice

workforce development | Local enterprise facilitation and development | Multi-lateral and financial institutions standards | Sustainable Development principles

Back

Social Impact Assessment in the Extractives: Critical Perspectives

Provider

The University of Queensland

Jurisdiction

Australia

15 hrs

Online

Course overview

Key considerations for social impact assessment (SIA) in large-scale resource extraction and gives critical perspectives on SIA drawing upon a diverse range of Australian and international examples.

Social Performance Areas of Practice

- Social Science
- Community and stakeholder Engagement
- Cultural competency & training
- Prevention and management of social risk and conflict
- Multi-lateral and financial institutions standards

Visit course website →

AusIMM Social Performance

Specific Courses

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- Oil, Gas and Mining Govern
- A variety of training courses on demand — Plexus Energy — -

Social Performance Areas of Practice

workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
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		✓	

Back

Community Relations at Exploration

Provider

The University of Queensland

Jurisdiction

Australia

25 hrs

Online

Course overview

Aims to equip key exploration personnel to build an accessible and useful knowledge base of social data, undertake meaningful engagement, and manage social impacts and opportunities.

Social Performance Areas of Practice

- ✓ Social Science
- ✓ Community and stakeholder Engagement
- ✓ Prevention and management of social risk and conflict
- ✓ Local and regional development

Visit course website →

AusIMM Social Performance

Specific Courses

Course (Click for course info

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- Oil, Gas and Mining Govern
- A variety of training courses on demand — Plexus Energy — -

Social Performance Areas of Practice

workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
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Back

New Governance for Mining and Resource Leaders

Provider

The University of Queensland

Jurisdiction

Australia

40 hrs

Online

Course overview

This course fills a crucial gap for people who already 'know mining' but need to manage increasingly complex environmental, health, safety and social performance requirements and expectations.

Social Performance Areas of Practice

- ✓ Social Science
- ✓ Community and stakeholder Engagement
- ✓ Prevention and management of social risk and conflict
- ✓ Sustainable Development principles

Visit course website →

AusIMM Social Performance

Specific Courses

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- Oil, Gas and Mining Govern
- A variety of training courses on demand — Plexus Energy — -

Social Performance Areas of Practice

workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
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Back

Minerals and Mining in a Sustainable World

Provider

The University of Queensland

Jurisdiction

Australia

20 hrs

Online

Course overview

Explore the role of minerals in society and their contribution to sustainable development.

Social Performance Areas of Practice

- ✓ Sustainable Development principles

Visit course website →

Specific Courses

Back

Mining and Sustainability

Provider

Curtin University

Jurisdiction

Australia

1 semester

Online

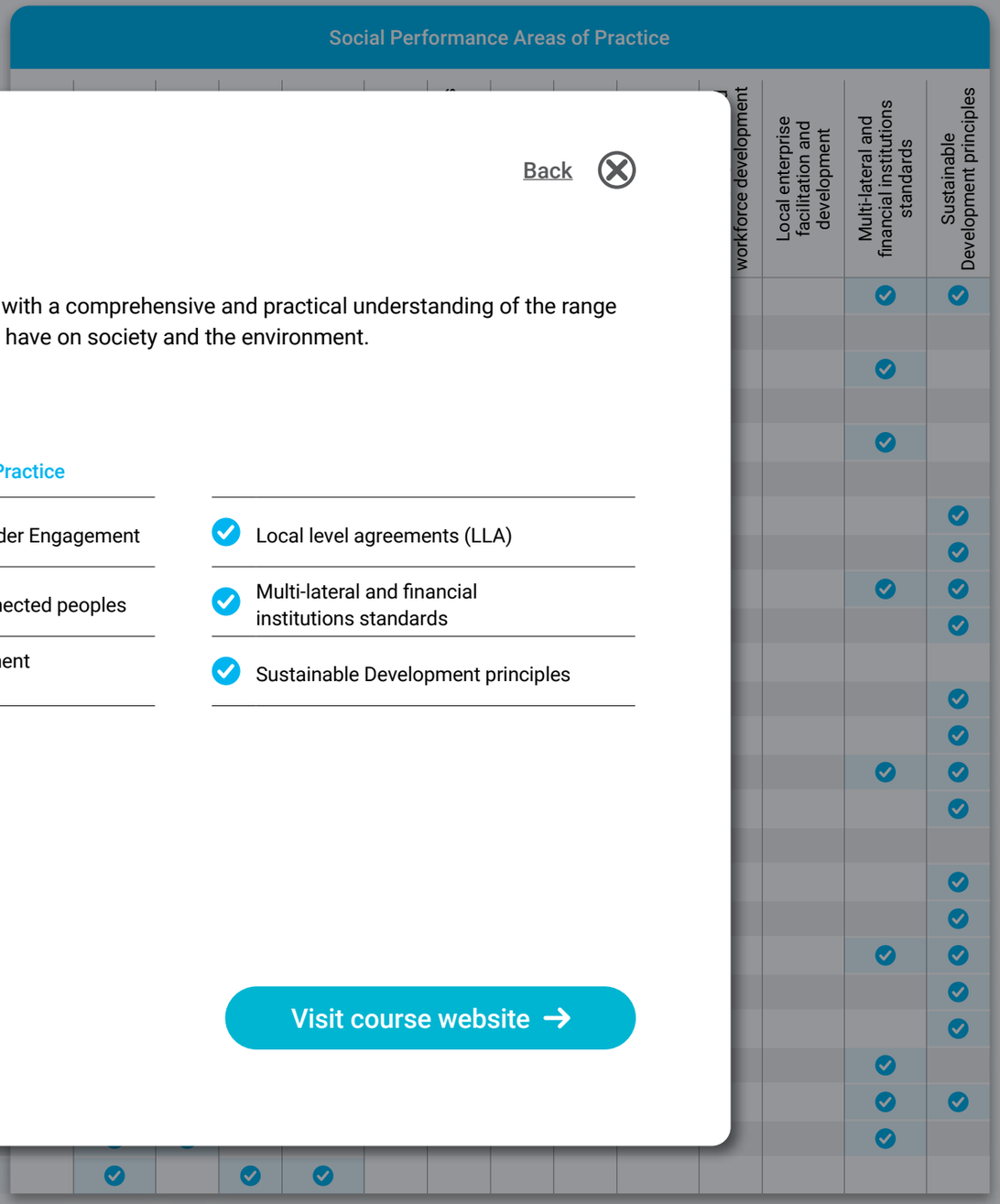
Course overview

This unit provides students with a comprehensive and practical understanding of the range of impacts that mining may have on society and the environment.

Social Performance Areas of Practice

- Community and stakeholder Engagement
- Indigenous and land-connected peoples
- Prevention and management of social risk and conflict
- Local level agreements (LLA)
- Multi-lateral and financial institutions standards
- Sustainable Development principles

Visit course website →



Course (Click for course info

- ESG and Social Responsib
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- A variety of training courses on demand — Plexus Energy — -

AusIMM **Social Performance**

Specific Courses

Course (Click for course info

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- Oil, Gas and Mining Govern
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Social Performance Areas of Practice

	workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
ESG and Social Responsib			✓	✓
Gender and Mining Govern				
Company-Community Rela			✓	
Indigenous Cultural Herita				
Social Impact Assessment			✓	
Community Relations at Ex				
New Governance for Minin				✓
Minerals and Mining in a S				✓
Mining and Sustainability			✓	✓
Responsible Mining				✓
Cultural Heritage and the L				
Mining and Environment				✓
Sustainable Mining Fundar				✓
Industry and Communities			✓	✓
Introduction to ESG				✓
Managing Non-Technical F				
Sustainable Management				✓
Transition from CSR to ESG				✓
Graduate Diploma Social F			✓	✓
Executive Learning Progra				✓
Corporate Social Responsi				✓
Social Impact Assessment			✓	
Oil and Gas ESG [Environm			✓	✓
Oil, Gas and Mining Govern			✓	
A variety of training courses on demand	✓		✓	✓

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Responsible Mining

Provider

Curtin University

Jurisdiction

Australia

1 semester

Online

Course overview

This unit provides students with a comprehensive and practical understanding of the range of impacts that mining may have on society and the environment.

Social Performance Areas of Practice

- ✓ Indigenous and land-connected peoples
- ✓ Prevention and management of social risk and conflict
- ✓ Sustainable Development principles

Visit course website →

AusIMM Social Performance

Specific Courses

Course (Click for course info

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- A variety of training courses on demand — Plexus Energy — -

Social Performance Areas of Practice

workforce development | Local enterprise facilitation and development | Multi-lateral and financial institutions standards | Sustainable Development principles

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Cultural Heritage and the Law

Provider

Flinders University

Jurisdiction

Australia

5 days

In person

Course overview

This course critically examines the changing meaning of cultural heritage within a social, cultural and historical context. The role of law in shaping notions of cultural heritage will be a particular focus of this topic.

Social Performance Areas of Practice

- Social Science
- Cultural heritage management
- Indigenous and land-connected peoples
- Local level agreements (LLA)

Visit course website →

AusIMM Social Performance

Specific Courses

Course (Click for course info

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Social Performance Areas of Practice

workforce development | Local enterprise facilitation and development | Multi-lateral and financial institutions standards | Sustainable Development principles

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Mining and Environment

Provider

University of Adelaide

Jurisdiction

Australia

1 semester

Mixed mode

Course overview

This course provides a comprehensive and practical understanding of the impacts that mining may have on society and the environment. It also provides an appreciation of management principles and practices vital to successful mine management.

Social Performance Areas of Practice

- Prevention and management of social risk and conflict
- Local and regional development
- Sustainable Development principles

Visit course website →

AusIMM Social Performance

Specific Courses

Course (Click for course info

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- A variety of training courses on demand — Plexus Energy — -

Social Performance Areas of Practice

workforce development | Local enterprise facilitation and development | Multi-lateral and financial institutions standards | Sustainable Development principles

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Sustainable Mining Fundamentals

Provider

Informa Connect

Jurisdiction

Australia

1 day

Online / In person

Course overview

A review of case histories illustrate environmental risks that are encountered, particularly for projects in areas with little experience of mining. Environmental issues are discussed, with reference to the relative importance of each issue in different geographic, social and political situations.

Social Performance Areas of Practice

- Community and stakeholder Engagement
- Prevention and management of social risk and conflict
- Management and evaluation of social projects
- Sustainable Development principles

Visit course website →

Specific Courses

Back

Industry and Communities: A New Paradigm Around Social Performance

Provider

Colorado School of Mines

Jurisdiction

USA

3 days

In person

Course overview

The course will use global case studies from all over the world, including the US, to illustrate the typical problems that businesses face in dealing with communities. It will also present solutions. The content will primarily draw on experiences in the natural resource sector, including mining and oil & gas.

Social Performance Areas of Practice

- Social Science
- Community and stakeholder Engagement
- Indigenous and land-connected peoples
- Prevention and management of social risk and conflict
- Cultural heritage management
- Local level agreements (LLA)
- Resettlement and population movement
- Management and evaluation of social projects
- Multi-lateral and financial institutions standards
- Sustainable Development principles

Visit course website →

AusIMM Social Performance

Specific Courses

Course (Click for course info

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- Gender and Mining Govern
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- A variety of training courses on demand — Plexus Energy — -

Social Performance Areas of Practice

workforce development | Local enterprise facilitation and development | Multi-lateral and financial institutions standards | Sustainable Development principles

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Introduction to ESG

Provider

Edumine

Jurisdiction

USA

3 hrs

Online

Course overview

This introductory course gives the learner a foundational understanding of Environment, Social, Governance (ESG) practices. The content includes a brief history of sustainability, the circular economy, the global factors driving demand as well as the risks and opportunities of ESG in the mining industry.

Social Performance Areas of Practice

- Prevention and management of social risk and conflict
- Sustainable Development principles

Visit course website →

AusIMM Social Performance

Specific Courses

Course (Click for course info

- ESG and Social Responsib
- Gender and Mining Govern
- Company-Community Rela
- Indigenous Cultural Herita
- Social Impact Assessment
- Community Relations at Ex
- New Governance for Minin
- Minerals and Mining in a S
- Mining and Sustainability
- Responsible Mining
- Cultural Heritage and the L
- Mining and Environment
- Sustainable Mining Fundar
- Industry and Communities
- Introduction to ESG
- Managing Non-Technical F
- Sustainable Management
- Transition from CSR to ESG
- Graduate Diploma Social F
- Executive Learning Progra
- Corporate Social Responsi
- Social Impact Assessment
- Oil and Gas ESG [Environm
- Oil, Gas and Mining Govern
- A variety of training courses on demand — Plexus Energy — -

Social Performance Areas of Practice

workforce development | Local enterprise facilitation and development | Multi-lateral and financial institutions standards | Sustainable Development principles

Back

Managing Non-Technical Risks

Provider

PetroSkills

Jurisdiction

USA /Canada

4 days

In person

Course overview

This course looks at both the internal and the external challenges that a company may face related to stakeholder engagement. We study key stakeholder groups, in particular those seen as 'difficult to deal with,' and then cover the practicalities of creating and maintaining effective relationships.

Social Performance Areas of Practice

- Community and stakeholder Engagement
- Prevention and management of social risk and conflict

Visit course website →

AusIMM Social Performance

Specific Courses

Course (Click for course info

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- Gender and Mining Govern
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- Oil, Gas and Mining Govern
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Social Performance Areas of Practice

workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
		✓	✓
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		✓	
		✓	✓
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Back

Sustainable Management in the Extractive Industry

Provider

Future Learn

Jurisdiction

USA

18 hrs

Online

Course overview

Learners will critically reflect on sustainability, discover best practice strategies, and learn how to respond to sustainability challenges faced by the mineral resource extraction sector.

Social Performance Areas of Practice

- ✓ Local and regional development
- ✓ Sustainable Development principles
- ✓ Management and evaluation of social projects

Visit course website →

AusIMM Social Performance

Specific Courses

Course (Click for course info

- ESG and Social Responsib
- Gender and Mining Govern
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- Corporate Social Responsi
- Social Impact Assessment
- Oil and Gas ESG [Environm
- Oil, Gas and Mining Govern
- A variety of training courses on demand — Plexus Energy — -

Social Performance Areas of Practice

workforce development
Local enterprise facilitation and development
Multi-lateral and financial institutions standards
Sustainable Development principles

Back

Transition from CSR to ESG in the Mining Sector

Provider

Spire Events

Jurisdiction

USA

-

In person

Course overview

With growing pressure for the mining industry to be a responsible ESG player, companies need to be both ambitious and realistic about what they can deliver and build an ESG strategy that works for their individual business

Social Performance Areas of Practice

- Community and stakeholder Engagement
- Prevention and management of social risk and conflict
- Sustainable Development principles

Visit course website →

Specific Courses

Course (Click for course info

- ESG and Social Responsib
- Gender and Mining Govern
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- Sustainable Management
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- Graduate Diploma Social P
- Executive Learning Progra
- Corporate Social Responsi
- Social Impact Assessment
- Oil and Gas ESG [Environm
- Oil, Gas and Mining Govern
- A variety of training courses on demand — Plexus Energy — -

Social Performance Areas of Practice

workforce development | Local enterprise facilitation and development | Multi-lateral and financial institutions standards | Sustainable Development principles

Back

Graduate Diploma Social Performance Management in the Extractive Industries

Provider

Queen's University

Jurisdiction

Canada

24 weeks

Online

Course overview

Learning for improved approaches to community and stakeholder engagement. From impact assessment and mitigation, culturally appropriate models of community support and assistance, methods for contribution to regional economic development, as well as dispute and conflict resolution.

Social Performance Areas of Practice

- Community and stakeholder Engagement
- Indigenous and land-connected peoples
- Prevention and management of social risk and conflict
- Local and regional development
- Management and evaluation of social projects
- Multi-lateral and financial institutions standards
- Sustainable Development principles

Visit course website →

Specific Courses

Course (Click for course info

- ESG and Social Responsib
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- Social Impact Assessment
- Oil and Gas ESG [Environm
- Oil, Gas and Mining Govern
- A variety of training courses on demand — Plexus Energy — -

Social Performance Areas of Practice

workforce development | Local enterprise facilitation and development | Multi-lateral and financial institutions standards | Sustainable Development principles

Back

Executive Learning Program in Mining Law and Sustainability

Provider

University of British Columbia

Jurisdiction

Canada

25 hrs

Online

Course overview

In the rapidly evolving landscape of the global mining industry, understanding the laws and regulations that protect human, especially Indigenous, rights, address environmental challenges such as climate change, and prevent corruption is key to making informed business decisions.

Social Performance Areas of Practice

- Cultural competency & training
- Indigenous and land-connected peoples
- Prevention and management of social risk and conflict
- Local level agreements (LLA)
- Sustainable Development principles

Visit course website →

AusIMM Social Performance

Specific Courses

Course (Click for course info

- ESG and Social Responsib
- Gender and Mining Govern
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- Executive Learning Progra
- Corporate Social Responsi
- Social Impact Assessment
- Oil and Gas ESG [Environm
- Oil, Gas and Mining Govern
- A variety of training courses on demand — Plexus Energy — -

Social Performance Areas of Practice

workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
		✓	✓
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		✓	

Back

Corporate Social Responsibility

Provider

Thomson Rivers University

Jurisdiction

Canada

42 hrs

Online

Course overview

Learn about the foundation of CSR and sustainable frameworks used by the world's largest tech, telecommunications, manufacturing, retail and mining companies. In addition, this course teaches how to tackle and resolve CSR challenges.

Social Performance Areas of Practice

- ✓ Community and stakeholder Engagement
- ✓ Prevention and management of social risk and conflict
- ✓ Management and evaluation of social projects
- ✓ Sustainable Development principles

Visit course website →

Specific Courses

Back

Social Impact Assessment

Provider

University of Strathclyde

Jurisdiction

UK

60 hrs

Online

Course overview

A course on social impact assessment of Energy, Oil & Gas, Mining, Infrastructure projects that is consistent with IAIA's International Principles for SIA, Guidance for SIA, IFC Environmental and Social Performance Standards, Good International Industry Practice (GIIP) and the United Nations Guiding Principles for Business and Human Rights.

Social Performance Areas of Practice

- ✓ Social Science
- ✓ Prevention and management of social risk and conflict
- ✓ Management and evaluation of social projects
- ✓ Multi-lateral and financial institutions standards

Visit course website →

Social Performance Areas of Practice

Course (Click for course info)				workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
ESG and Social Responsib						✓	✓
Gender and Mining Govern							
Company-Community Rela						✓	
Indigenous Cultural Herita							
Social Impact Assessment						✓	
Community Relations at Ex							
New Governance for Minin							✓
Minerals and Mining in a S							✓
Mining and Sustainability						✓	✓
Responsible Mining							✓
Cultural Heritage and the L							
Mining and Environment							✓
Sustainable Mining Fundar							✓
Industry and Communities						✓	✓
Introduction to ESG							✓
Managing Non-Technical F							
Sustainable Management							✓
Transition from CSR to ESG							✓
Graduate Diploma Social F						✓	✓
Executive Learning Progra							✓
Corporate Social Responsi							✓
Social Impact Assessment						✓	
Oil and Gas ESG [Environm						✓	✓
Oil, Gas and Mining Govern						✓	
A variety of training courses on demand	Plexus Energy		-	✓		✓	

Specific Courses

Course (Click for course info

- ESG and Social Responsib
- Gender and Mining Govern
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- Oil, Gas and Mining Govern
- A variety of training courses on demand — Plexus Energy — -

Social Performance Areas of Practice

workforce development | Local enterprise facilitation and development | Multi-lateral and financial institutions standards | Sustainable Development principles

Back

Oil and Gas ESG [Environmental, Social & Governance] Fundamentals

Provider

RPS Training

Jurisdiction

UK /Australia/ USA

2 days

Online

Course overview

In the past few years ESG (Environmental, Social and Governance) reporting, management, and compliance has become a significant focus area for oil and gas companies. This course will provide an awareness of ESG issues that will help your organisation to thrive in today's rapidly evolving market.

Social Performance Areas of Practice

- Community and stakeholder Engagement
- Prevention and management of social risk and conflict
- Multi-lateral and financial institutions standards
- Sustainable Development principles

Visit course website →

AusIMM Social Performance

Specific Courses

Course (Click for course info

- ESG and Social Responsib
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- Oil and Gas ESG [Environm
- Oil, Gas and Mining Govern
- A variety of training courses on demand — Plexus Energy — -

Social Performance Areas of Practice

	workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
ESG and Social Responsib			✓	✓
Gender and Mining Govern				
Company-Community Rela			✓	
Indigenous Cultural Herita				
Social Impact Assessment			✓	
Community Relations at Ex				
New Governance for Minin				✓
Minerals and Mining in a S				✓
Mining and Sustainability			✓	✓
Responsible Mining				✓
Cultural Heritage and the L				
Mining and Environment				✓
Sustainable Mining Fundar				✓
Industry and Communities			✓	✓
Introduction to ESG				✓
Managing Non-Technical F				
Sustainable Management				✓
Transition from CSR to ESG				✓
Graduate Diploma Social F			✓	✓
Executive Learning Progra				✓
Corporate Social Responsi				✓
Social Impact Assessment			✓	
Oil and Gas ESG [Environm			✓	✓
Oil, Gas and Mining Govern			✓	
A variety of training courses on demand	✓		✓ ✓	

Back

Oil, Gas and Mining Governance in Emerging Markets

Provider

University of Oxford

Jurisdiction

UK

5 days

In person

Course overview

This intensive five-day course provides the training and insight required for policy leaders in the public and private sector to work towards better management and governance of oil, gas or mineral resources for a better future.

Social Performance Areas of Practice

- ✓ Community and stakeholder Engagement
- ✓ Cultural competency & training
- ✓ Multi-lateral and financial institutions standards

Visit course website →

AusIMM Social Performance

Specific Courses

Course (Click for course info

- ESG and Social Responsib
- Gender and Mining Govern
- Company-Community Rela
- Indigenous Cultural Herita
- Social Impact Assessment
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- Corporate Social Responsi
- Social Impact Assessment
- Oil and Gas ESG [Environm
- Oil, Gas and Mining Govern
- A variety of training courses on demand — Plexus Energy — In person — -

Social Performance Areas of Practice

	workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
ESG and Social Responsib			✓	✓
Gender and Mining Govern				
Company-Community Rela			✓	
Indigenous Cultural Herita				
Social Impact Assessment			✓	
Community Relations at Ex				
New Governance for Minin				✓
Minerals and Mining in a S				✓
Mining and Sustainability			✓	✓
Responsible Mining				✓
Cultural Heritage and the L				
Mining and Environment				✓
Sustainable Mining Fundar				✓
Industry and Communities			✓	✓
Introduction to ESG				✓
Managing Non-Technical F				
Sustainable Management				✓
Transition from CSR to ESG				✓
Graduate Diploma Social F			✓	✓
Executive Learning Progra				✓
Corporate Social Responsi				✓
Social Impact Assessment			✓	
Oil and Gas ESG [Environm			✓	✓
Oil, Gas and Mining Govern			✓	
A variety of training courses on demand	✓		✓	✓

Back

A variety of training courses on demand

Provider

Plexus Energy

Jurisdiction

UK

-

In person

Course overview

Training in the areas of social and environmental performance, human rights, social risk management, impact assessment, stakeholder engagement and social investment for community liaison officers (CLOs), HSE and SP managers, asset managers and senior project management.

Social Performance Areas of Practice

- ✓ Community and stakeholder Engagement
- ✓ Prevention and management of social risk and conflict
- ✓ Indigenous and land-connected peoples

Visit course website →

AusIMM Social Performance

Specific Courses | Associated Courses | Home

Course (Click for course information)	Provider	Mode of delivery	Study hours	Social Science	Community and stakeholder Engagement	Cultural competency & training	Indigenous and land-connected peoples	Prevention and management of social risk and conflict	Cultural heritage management	Local level agreements (LLA)	Resettlement and population movement	Local and regional development	Management and evaluation of social projects	Local employment and workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
				Social Performance Areas of Practice													
Additional training courses - see link for details	Synergy Global Consulting	–	-													✓	
Corporate Social Responsibility in Mining	South Africa Development Institute	In person	-													✓	
Land Acquisition, Resettlement, and Social Sustainability	Community Insights Group	In person	2 weeks	✓	✓		✓	✓			✓						
Corporate Social Responsibility (CSR) in the Oil & Gas Industry	Petro Knowledge	Online	5 days		✓			✓									
Environmental and Social Impact Assessment	Glomacs	Online In person	5 days					✓									
Corporate Social Responsibility (CSR) in the Oil & Gas Industry	Glomacs	Online In person	25 hrs		✓			✓									

Online In person

Specific Courses

Course (Click for course info

- Additional training courses
- Corporate Social Responsi
- Land Acquisition, Resettle
- Corporate Social Responsi
- Environmental and Social
- Corporate Social Responsi

Social Performance Areas of Practice

workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
		✓	
		✓	

Back

Additional training courses - see link for details

Provider

Synergy Global Consulting

Jurisdiction

South Africa

-

-

Course overview

Socio-Economic Development, Benefit, & Delivery / Community Impacts / Stakeholder Engagement / Context, Impact, & Risks

Social Performance Areas of Practice

- ✓ Multi-lateral and financial institutions standards

Visit course website →

Online In person

Specific Courses

Course (Click for course info

- Additional training courses
- Corporate Social Responsi
- Land Acquisition, Resettle
- Corporate Social Responsi
- Environmental and Social I
- Corporate Social Responsi

Social Performance Areas of Practice

	workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
			✓	
			✓	

Back

Corporate Social Responsibility in Mining

Provider

South Africa Development Institute

Jurisdiction

South Africa

-

In person

Course overview

No details

Social Performance Areas of Practice

- ✓ Multi-lateral and financial institutions standards

Visit course website →

Specific Courses

Course (Click for course info

- Additional training courses
- Corporate Social Responsi
- Land Acquisition, Resettle
- Corporate Social Responsi
- Environmental and Social I
- Corporate Social Responsi

Social Performance Areas of Practice

	workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
			✓	
			✓	

Back

Land Acquisition, Resettlement, and Social Sustainability

Provider

Community Insights Group

Jurisdiction

Netherlands

2 weeks

In person

Course overview

This training promotes understanding about and develops skills in managing the social risks and impacts associated with the development of public and private investment projects (e.g. mines, dams etc), and particularly issues related to land acquisition and resettlement.

Social Performance Areas of Practice

- ✓ Social Science
- ✓ Community and stakeholder Engagement
- ✓ Indigenous and land-connected peoples
- ✓ Prevention and management of social risk and conflict
- ✓ Resettlement and population movement

Visit course website →

Specific Courses

Course (Click for course info

- Additional training courses
- Corporate Social Responsi
- Land Acquisition, Resettle
- Corporate Social Responsi
- Environmental and Social I
- Corporate Social Responsi

Social Performance Areas of Practice

workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
		✓	
		✓	

Back

Corporate Social Responsibility (CSR) in the Oil & Gas Industry

Provider

Petro Knowledge

Jurisdiction

UAE

5 days

Online

Course overview

CSR in the Oil & Gas Industry online training course addresses the raft of issues that face companies. The focus on climate change, disasters, oil-spills and financial irregularities have all fed high-profile news stories that fuel public distrust and protest are all challenges to address.

Social Performance Areas of Practice

- ✓ Community and stakeholder Engagement
- ✓ Prevention and management of social risk and conflict

Visit course website →

Specific Courses

Course (Click for course info

- Additional training courses
- Corporate Social Responsi
- Land Acquisition, Resettle
- Corporate Social Responsi
- Environmental and Social I
- Corporate Social Responsi

Social Performance Areas of Practice

	workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
			✓	
			✓	

Back

Environmental and Social Impact Assessment

Provider

Glomacs

Jurisdiction

Dubai UAE

5 days

Online / In person

Course overview

This course provides the necessary concepts, knowledge, and good practices about managing environmental and social impacts resulting from development projects. This is a process of evaluating the likely environmental and social impacts of a proposed project

Social Performance Areas of Practice

- ✓ Prevention and management of social risk and conflict

Visit course website →

Specific Courses

Course (Click for course info

- Additional training courses
- Corporate Social Responsi
- Land Acquisition, Resettle
- Corporate Social Responsi
- Environmental and Social I
- Corporate Social Responsi

Social Performance Areas of Practice

workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
		✓	
		✓	

Back

Corporate Social Responsibility (CSR) in the Oil & Gas Industry

Provider

Glomacs

Jurisdiction

Dubai UAE

25 hrs

Online / In person

Course overview

The Corporate Social Responsibility (CSR) in the Oil & Gas Industry training course will impart skills to identify, monitor and manage issues that affect your organisation, map stakeholder interests and maintain positive stakeholder relationships within the framework of corporate policy and strategy.

Social Performance Areas of Practice

- ✓ Community and stakeholder Engagement
- ✓ Prevention and management of social risk and conflict

Visit course website →

AusIMM Social Performance

Specific Courses | Associated Courses | Home

Course (Click for course information)	Provider	Mode of delivery	Study hours	Social Science	Community and stakeholder Engagement	Cultural competency & training	Indigenous and land-connected peoples	Prevention and management of social risk and conflict	Cultural heritage management	Local level agreements (LLA)	Resettlement and population movement	Local and regional development	Management and evaluation of social projects	Local employment and workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
				Social Performance Areas of Practice													
Environmental and Social Framework (ESF) Training	World Bank	Online	8 hrs		✓			✓								✓	
ESG resource for companies	IFC	Online	-		✓											✓	
Social Impact Assessment	Inter-American Development Bank	Online	2 hrs		✓			✓									
Resettlement planning and impact assessment: achieving the intended outcomes	International Association for Impact Assessment	In person	2 days	✓	✓			✓			✓					✓	
Resettlement and livelihood restoration: Achieving the intended outcomes	International Association for Impact Assessment	Online	12.5 hrs	✓	✓			✓			✓					✓	
Negotiating sustainable land acquisition and resettlement agreements	International Association for Impact Assessment	Online	-	✓	✓			✓			✓					✓	
Social Impact Assessment: Theory and Methods	Australian National University	Online, In person	130 hrs	✓				✓					✓				
Corporate Social Responsibility: the Quest for Business Sustainability	Swinburne University of Technology	Online	150 hrs	✓	✓			✓									
Communities and Social Performance	LandTrack Systems Training	In person	1 day		✓			✓									✓
Managing Indigenous Relationships – Native Title and Cultural Heritage Law	Clayton UTZ	In person	1 day			✓	✓		✓								
Managing Indigenous Relationships – Negotiations and Consultations	Clayton UTZ	In person	1 day		✓	✓	✓		✓	✓							
Social value training and certification	Social Value Canada	Online	-		✓			✓					✓				
Oxford Leading Sustainable Corporations Programme	University of Oxford	Online	6 weeks					✓									✓
ESG Learning Solutions	University of Cambridge	In person	-		✓			✓									✓
ESG Training	VinciWorks	Online	-					✓									✓
Social Licence to Operate	Country Wisdom Partners	Online, In person	-		✓			✓									
Sustainability training	SGS	Online, In person	-					✓					✓				✓
Corporate Social Responsibility	Scandinavian Academy	In person	25 hrs		✓			✓									✓

Online In person

AusIMM Social Performance

Specific Courses

Course (Click for course info

- Environmental and Social
- ESG resource for compani
- Social Impact Assessment
- Resettlement planning and
- Resettlement and livelihoo
- Negotiating sustainable la
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- Managing Indigenous Rela
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- Social value training and c
- Oxford Leading Sustainabl
- ESG Learning Solutions
- ESG Training
- Social Licence to Operate
- Sustainability training
- Corporate Social Responsi

Social Performance Areas of Practice

workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
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			✓
			✓

Back

Environmental and Social Framework (ESF) Training

Provider

World Bank

Jurisdiction

International

8 hrs

Online

Course overview

The EFS training looks at Environmental and Social Standards (ESS). It includes videos and two case studies with stakeholders sharing helpful approaches, mindsets and behaviours that are key to successful implementations of the ESF.

Social Performance Areas of Practice

- ✓ Community and stakeholder Engagement
- ✓ Prevention and management of social risk and conflict
- ✓ Multi-lateral and financial institutions standards

Visit course website →

AusIMM Social Performance

Specific Courses

Course (Click for course info

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- ESG Learning Solutions
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- Social Licence to Operate
- Sustainability training
- Corporate Social Responsi

Social Performance Areas of Practice

workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
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			✓
			✓

Back

ESG resource for companies

Provider

IFC

Jurisdiction

International

-

Online

Course overview

The IFC Sustainability Webinar Series offers IFC expertise and thought leadership on sustainability issues.

Social Performance Areas of Practice

- ✓ Community and stakeholder Engagement
- ✓ Multi-lateral and financial institutions standards

Visit course website →

AusIMM Social Performance

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- Oxford Leading Sustainabl
- ESG Learning Solutions
- ESG Training
- Social Licence to Operate
- Sustainability training
- Corporate Social Responsi

Social Performance Areas of Practice

workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
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Back

Social Impact Assessment

Provider

Inter-American Development Bank

Jurisdiction

International

2 hrs

Online

Course overview

The course summarises the rationale, principles, and recommended approach in undertaking a SIA, stressing that the SIA is a process that should be included in project preparation, implementation, and monitoring, rather than a single study or report.

Social Performance Areas of Practice

- ✓ Community and stakeholder Engagement
- ✓ Prevention and management of social risk and conflict

Visit course website →

AusIMM Social Performance

Specific Courses

Course (Click for course info

- Environmental and Social I
- ESG resource for compani
- Social Impact Assessment
- Resettlement planning and
- Resettlement and livelihoo
- Negotiating sustainable la
- Social Impact Assessment
- Corporate Social Responsi
- Communities and Social P
- Managing Indigenous Rela
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Social Performance Areas of Practice

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Back

Resettlement planning and impact assessment: achieving the intended outcomes

Provider

International Association for Impact Assessment

Jurisdiction

International

2 days

In person

Course overview

This training identifies the primary challenges faced when seeking to meet objectives and commitments in impact assessments, how to work with affected households to overcome these challenges and how to assess whether these outcomes have been achieved post resettlement.

Social Performance Areas of Practice

- Social Science
- Community and stakeholder Engagement
- Prevention and management of social risk and conflict
- Resettlement and population movement
- Multi-lateral and financial institutions standards

Visit course website →

Version 1

Online In person

AusIMM Social Performance

Specific Courses

Course (Click for course info

- Environmental and Social I
- ESG resource for compani
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Social Performance Areas of Practice

workforce development	Local enterprise facilitation and development	Multi-lateral and financial institutions standards	Sustainable Development principles
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Back

Resettlement and livelihood restoration: Achieving the intended outcomes

Provider

International Association for Impact Assessment

Jurisdiction

International

12.5 hrs

Online

Course overview

This training identifies the primary challenges faced when seeking to meet objectives and commitments in impact assessments, how to work with affected households to overcome these challenges and how to assess whether these outcomes have been achieved post resettlement.

Social Performance Areas of Practice

- ✓ Social Science
- ✓ Community and stakeholder Engagement
- ✓ Prevention and management of social risk and conflict
- ✓ Resettlement and population movement
- ✓ Multi-lateral and financial institutions standards

Visit course website →

AusIMM Social Performance

Specific Courses

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Social Performance Areas of Practice

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Back

Negotiating sustainable land acquisition and resettlement agreements

Provider

International Association for Impact Assessment

Jurisdiction

International

-

Online

Course overview

The course will use a master-class approach, where participants are challenged to develop solutions to complex resettlement solutions based on real-life case studies.

Social Performance Areas of Practice

- ✓ Social Science
- ✓ Community and stakeholder Engagement
- ✓ Prevention and management of social risk and conflict
- ✓ Resettlement and population movement
- ✓ Multi-lateral and financial institutions standards

Visit course website →

AusIMM Social Performance

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Social Impact Assessment: Theory and Methods

Provider

Australian National University

Jurisdiction

Australia

130 hrs

Online / In person

Course overview

This course will examine social impact assessment (SIA) for a range of projects and approaches and methods to understand how new interventions and projects can affect social domains such as livelihoods, institutions, social structures, and culture.

Social Performance Areas of Practice

- ✓ Social Science
- ✓ Prevention and management of social risk and conflict
- ✓ Management and evaluation of social projects

Visit course website →

AusIMM Social Performance

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Social Performance Areas of Practice

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Corporate Social Responsibility: the Quest for Business Sustainability

Provider

Swinburne University of Technology

Jurisdiction

Australia

150 hrs

Online

Course overview

The unit aims to help students understand global debates and policies concerning Corporate Social Responsibility (CSR) by contextualising contemporary developments in this broader environment.

Social Performance Areas of Practice

- ✓ Social Science
- ✓ Community and stakeholder Engagement
- ✓ Prevention and management of social risk and conflict

Visit course website →

AusIMM Social Performance

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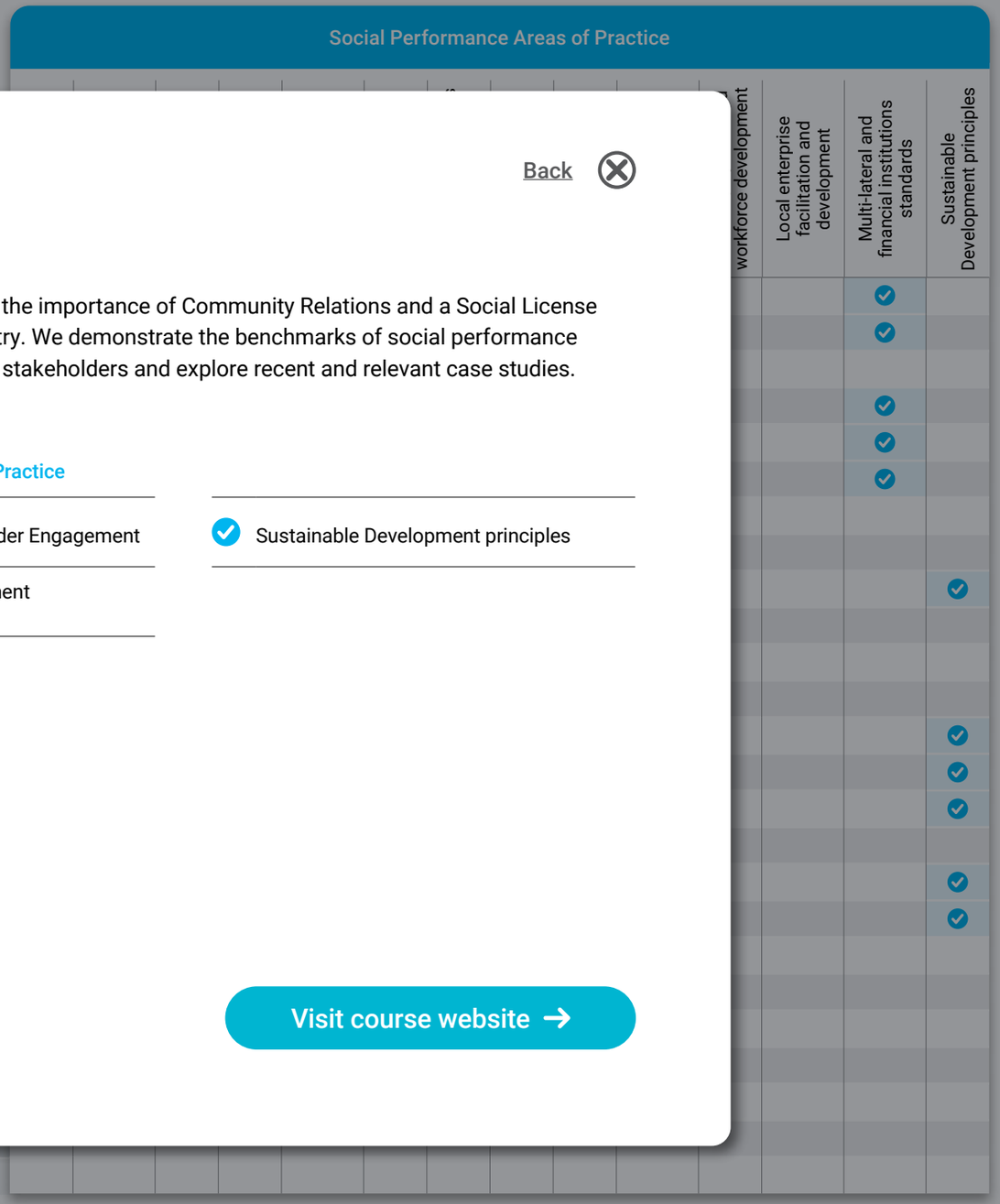

Back

Communities and Social Performance

Provider

LandTrack Systems Training

Jurisdiction

Australia

1 day

In person

Course overview

Appreciate and understand the importance of Community Relations and a Social License to Operate in primary industry. We demonstrate the benchmarks of social performance required by mining industry stakeholders and explore recent and relevant case studies.

Social Performance Areas of Practice

- Community and stakeholder Engagement
- Prevention and management of social risk and conflict
- Sustainable Development principles

Visit course website →

Online In person

AusIMM Social Performance

Specific Courses

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Managing Indigenous Relationships – Native Title and Cultural Heritage Law

Provider

Clayton UTZ

Jurisdiction

Australia

1 day

In person

Course overview

Increasingly, project managers, construction personnel, environmental officers, consultants and in-house counsel must understand the legal issues relating to native title and Indigenous heritage. This workshop will assist to understand the legislative basis, practical and commercial realities.

Social Performance Areas of Practice

- ✓ Cultural competency & training
- ✓ Cultural heritage management
- ✓ Indigenous and land-connected peoples

Visit course website →

AusIMM Social Performance

Specific Courses

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Back

Managing Indigenous Relationships – Negotiations and Consultations

Provider

Clayton UTZ

Jurisdiction

Australia

1 day

In person

Course overview

This workshop will help you develop a greater understanding of relevant cultural protocols, strategies and approaches which you need to maximise your chances of effective and successful engagement with Indigenous communities.

Social Performance Areas of Practice

- ✓ Community and stakeholder Engagement
- ✓ Cultural competency & training
- ✓ Indigenous and land-connected peoples
- ✓ Cultural heritage management
- ✓ Local level agreements (LLA)

Visit course website →

AusIMM Social Performance

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Social value training and certification

Provider

Social Value Canada

Jurisdiction

Canada

-

Online

Course overview

Social value and ESG reporting: for companies seeking to report on the value of social and environmental impact.

Social Performance Areas of Practice

- ✓ Community and stakeholder Engagement
- ✓ Prevention and management of social risk and conflict
- ✓ Management and evaluation of social projects

Visit course website →

Version 1

Online In person

AusIMM Social Performance

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Oxford Leading Sustainable Corporations Programme

Provider

University of Oxford

Jurisdiction

UK

6 weeks

Online

Course overview

Discover how corporations view the value they create within a capitalist system, and how that view affects their impact on stakeholders, and ultimately, their sustainability. The course looks at ways in which a corporation's governance can embed sustainability.

Social Performance Areas of Practice

- ✓ Prevention and management of social risk and conflict
- ✓ Sustainable Development principles

Visit course website →

AusIMM Social Performance

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ESG Learning Solutions

Provider

University of Cambridge

Jurisdiction

UK

-

In person

Course overview

Investors are demanding reporting on ESG impacts. Consumers want to purchase from organisations with sustainable supply chains and a positive social impact. Employees need to work with an organisation with purpose.

Social Performance Areas of Practice

- ✓ Community and stakeholder Engagement
- ✓ Prevention and management of social risk and conflict
- ✓ Sustainable Development principles

Visit course website →

AusIMM Social Performance

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ESG Training

Provider

VinciWorks

Jurisdiction

UK

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Online

Course overview

ESG awareness training is designed to give company's employees an overview of what ESG means, why it's important, and what can be done to help the company achieve its ESG goals. While the micro-course gives an introduction to ESG, the in-depth course goes into further detail of each employee's personal role and responsibilities in their company's ESG initiatives.

Social Performance Areas of Practice

- ✓ Community and stakeholder Engagement
- ✓ Sustainable Development principles

Visit course website →

AusIMM **Social Performance**

Specific Courses

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Social Licence to Operate

Provider

Country Wisdom Partners

Jurisdiction

Netherlands / Spain

-

Online / In person

Course overview

Company staff across industries increasingly face societal actors and have to deal with non-technical, social or environmental risks. In light of this, organisations require more than ever well trained field staff. We provide the support required, from assessment to training and coaching programs for all relevant staff. We equip your staff to best represent your business.

Social Performance Areas of Practice

- ✓ Community and stakeholder Engagement
- ✓ Prevention and management of social risk and conflict

Visit course website →

AusIMM Social Performance

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Sustainability training

Provider

SGS

Jurisdiction

Netherlands

–

Online / In person

Course overview

Focusing on sustainability enables you to improve efficiency, reduce risk and increase competitive advantage. Our comprehensive range of sustainability and corporate social responsibility (CSR) training courses covers a wide range of topics

Social Performance Areas of Practice

- ✓ Prevention and management of social risk and conflict
- ✓ Management and evaluation of social projects
- ✓ Sustainable Development principles

Visit course website →

AusIMM Social Performance

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Corporate Social Responsibility

Provider

Scandinavian Academy

Jurisdiction

Sweden

25 hrs

In person

Course overview

Professionals in private companies, NGOs, Government, international organisations who are currently involved in CSR and wish to apply and embed the concept into their institution.

Social Performance Areas of Practice

- ✓ Community and stakeholder Engagement
- ✓ Prevention and management of social risk and conflict
- ✓ Sustainable Development principles

Visit course website →

Social Performance – Guidelines

Home

Guidelines	Provider	Overview	
Integrated Mine Closure - Good Practice Guide	International Council for Mining and Metals	One of the ICMM good practice guides developed with input from member company social performance practitioners.	Visit Guide →
Understanding Company-Communtiy Relations Toolkit	International Council for Mining and Metals	One of the ICMM good practice guides developed with input from member company social performance practitioners.	Visit Guide →
Community Development Toolkit	International Council for Mining and Metals	A series of good practice toolkits developed with input from member company social performance practitioners.	Visit Guide →
Community Development Toolkit	International Council for Mining and Metals	Direct link to pdf compilations of 20 tools in the ICMM social performance toolkit	Visit Guide →
Good Practice Guide Indigenous People and Mining	International Council for Mining and Metals	One of the ICMM good practice guides developed with input from member company social performance practitioners.	Visit Guide →
A Guide for Responsible Sourcing	International Council for Mining and Metals	One of the ICMM good practice guides developed with input from member company social performance practitioners.	Visit Guide →
A Guide to Resettlment Planning	International Council for Mining and Metals	One of the ICMM good practice guides developed with input from member company social performance practitioners.	Visit Guide →
A Guide to Stakeholder Engagement	International Council for Mining and Metals	One of the ICMM good practice guides developed with input from member company social performance practitioners.	Visit Guide →
Guide to Social Impact Assessment	Jane Munday and Enviromental Impact Association of Australia and NZ	A recent very readable guide to Social Impact Assessment written by a field practitioner	Visit Guide →
Community Engagement and Development Guide	Department of Industry, Science and Resources	One of a series of handbooks which provide mining managers, communities and regulators with information on leading practice approaches to the managemnet Environment and Social Performance in the minerals sector.	Visit Guide →
Communiity Health and Safety Good Practice Guide	Department of Industry, Science and Resources	One of a series of handbooks which provide mining managers, communities and regulators with information on leading practice approaches to the managemnet Environment and Social Performance in the minerals sector.	Visit Guide →
Working with Indigenous Comunities Guide	Department of Industry, Science and Resources	One of a series of handbooks which provide mining managers, communities and regulators with information on leading practice approaches to the managemnet Environment and Social Performance in the minerals sector.	Visit Guide →
Anglo American Socioeconomic Assessment Toolbox	Anglo American plc	Comprehensive guide on how to approach socioeconomic assessment at minerals assets	Visit Guide →
Columbia Center on Sustainable Development: Extractive Industries	Columbia University New York	Comprehensive guidance on how extractive industries can contribute to human and economic development	Visit Guide →

Environment – Areas of Practice

An Environmental Scientist or Environmental Engineer is a professional who undertakes activities which aim to minimize environmental harm being caused by single or multiple mining or mineral processing operations.

This work can include preparation and implementation of environmental management plans; development, implementation and analysis of environmental monitoring programs; preparation and implementation of project closure and/or repurposing plans, rehabilitation and remediation programs; preparation of environmental impact assessments; and community consultation and liaison in relation to environmental matters. These professionals prepare regulatory documents from an industry as well as a government perspective, undertaking review and approval processes for regulatory documents as well as developing related policy. Research environmental scientists/ engineers may be engaged in a range of disciplines which support the application of sustainable development principles for all phases of the mining life cycle.

Descriptors and examples of competency indicators for Areas of Practice 1-8 are intended to support Environment professional development that provides a pathway to AusIMM Chartered Professional (Environment) status. The 'Areas of Practice' are not all relevant everywhere, nor in their entirety to everyone in Environment roles considering Chartered Professional pathway and status. They are updated regularly in response to evolving industry needs. Some AoP's are systemic to the minerals sector, hence apply to both the Environment and Social Performance disciplines and are identified accordingly.

Areas of Practice descriptors 9-12 relate to systemic requirements in the minerals sector and can apply to Environment and Social Performance (ESP) and other professional disciplines.

1. Environmental science
2. Environmental engineering
3. Rehabilitation, remediation, closure and repurposing
4. Environmental impact assessment
5. Environmental monitoring
6. Environmental planning and management
7. Stakeholder engagement relating to the environment
8. Environmental policy and advice
9. Mining enterprise management systems
10. Multi-lateral and financial institutions standards
11. Sustainable Development principles
12. Workplace and community health, safety and security

1. Environmental science

Collecting, interpreting and applying environmental science data relevant to exploration, mining, mineral processing and closure of operations. Competency indicators include technical understanding of:

1.1. water, land, air, ecology, ecotoxicology, agronomy, geochemistry or other relevant environmental disciplines;

1.2. research techniques, experimental design and data analysis;

1.3. the application of environmental science to the prevention, mitigation and management of development impacts on water, land, air and ecosystems;

1.4. contamination sources and impacts, and remediation methods;

1.5. plant-soil-water interactions as applied to revegetation;

1.6. design of biodiversity offsets; and

1.7. scientific and technical report writing.

Environment – Areas of Practice

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Areas of Practice descriptors 9-12 relate to systemic requirements in the minerals sector and can apply to Environment and Social Performance (ESP) and other professional disciplines.

2. Environmental engineering

Designing, constructing and operating civil, mechanical or chemical engineering facilities related to environmental management of mining and mineral processing operations. Competency indicators include:

2.1. design, construction and operation of water treatment and recycling plants

2.2. design, construction and operation of facilities to treat contaminated soils, wastes and air emissions

2.3. design, construction and operation of facilities to suppress noise and vibration

2.4. understanding the waste hierarchy;

2.5. preparing and implementing programs to maximize the efficiency of water use and energy use;

2.6. developing and implementing programs to abate greenhouse gas emissions; and

2.7. developing and implementing cleaner production methods.

Environment – Areas of Practice

An Environmental Scientist or Environmental Engineer is a professional who undertakes activities which aim to minimize environmental harm being caused by single or multiple mining or mineral processing operations.

This work can include preparation and implementation of environmental management plans; development, implementation and analysis of environmental monitoring programs; preparation and implementation of project closure and/or repurposing plans, rehabilitation and remediation programs; preparation of environmental impact assessments; and community consultation and liaison in relation to environmental matters. These professionals prepare regulatory documents from an industry as well as a government perspective, undertaking review and approval processes for regulatory documents as well as developing related policy. Research environmental scientists/ engineers may be engaged in a range of disciplines which support the application of sustainable development principles for all phases of the mining life cycle.

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3. Rehabilitation, remediation, closure and repurposing

Designing and implementing programs to remediate and rehabilitate disturbed areas to achieve defined criteria and repurposing and closure objectives. Competency indicators include:

3.1. knowledge of methods to characterise soil, waste rock, tailings and residues;

3.2. knowledge of how material properties influence plant growth;

3.3. contamination sources and impacts;

3.4. design and construction of landforms, cover systems and water management structures;

3.5. design and implementation of methods for remediating contaminated materials;

3.6. species selection and plant establishment techniques;

3.7. engaging with internal and external stakeholders;

3.8. contributing to multi-disciplinary teams (environment, social, economic, engineering) to develop and evaluate post-closure and/or repurposing land use options;

3.9. determining closure objectives and completion criteria for facilities, structures and rehabilitated land;

3.10. preparation of closure management plans and closure/ repurposing cost estimates;

3.11. assessment of closure and post-closure/repurposing (residual) risks; and

3.12. implementation of decommissioning, demolition, rehabilitation and repurposing projects

Environment – Areas of Practice

An Environmental Scientist or Environmental Engineer is a professional who undertakes activities which aim to minimize environmental harm being caused by single or multiple mining or mineral processing operations.

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4. Environmental impact assessment

Collecting and interpreting data relevant to impacts on the environment resulting from exploration, development, operations and closure activities. Competency indicators include:

4.1. describing the existing biophysical and socio-economic environment;

4.2. designing and implementing baseline studies;

4.3. describing the proposed project and associated environmental mitigation measures;

4.4. predicting environmental effects under proposed operational scenarios and under abnormal conditions;

4.5. preparing environmental impact assessment documentation;

4.6. coordination of multi-disciplinary teams and integrating environmental impact assessments with engineering, social, economic and project feasibility studies; and

4.7. designing and implementing engagement programs with affected communities and other stakeholders in relation to environmental impacts.

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5. Environmental monitoring

Designing and implementing environmental monitoring programs and recording data relevant to exploration, mining and mineral processing. Competency indicators include:

5.1. identification of environmental indicators;

5.2. knowledge of monitoring methods and equipment;

5.3. design and implementation of monitoring programs;

5.4. knowledge of databases, statistical analysis and interpretation of environmental data; and

5.5. presentation of technical data and preparation of monitoring reports.

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6. Environmental planning and management

Using environmental knowledge to minimize adverse impacts over the entire life cycle of mining and mineral processing operations. Competency indicators include:

6.1. integration and coordination of environmental, engineering and financial knowledge to design and plan operations;

6.2. undertaking environmental risk assessments;

6.3. understanding of Geographical Information Systems;

6.4. identifying, documenting and interpreting legal and organizational environmental obligations;

6.5. preparation and implementation of environmental management systems, plans and procedures;

6.6. undertaking environmental auditing;

6.7. reviewing performance and implementing performance improvement and corrective action programs;

6.8. investigation of environmental incidents; and

6.9. preparation of emergency procedures.

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7. Stakeholder engagement relating to the environment

Undertaking and/or participating in effective communication and engagement regarding environmental matters with affected communities and other stakeholders. Competency indicators include:

7.1. knowledge of organizational structure and permitting, approval and compliance processes of environmental regulators;

7.2. designing and implementing effective communication, consultation and engagement with affected communities and other stakeholders as part of regulatory approvals processes;

7.3. preparing technical and non-technical environmental information for communication with affected persons, groups and the general public;

7.4. understanding that different customs, norms and values of different groups influence the effectiveness of stakeholder engagement; and/or

7.5. engagement with landholders, non-government organisations, special interest groups or academic institutions.

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8. Environmental policy and advice

Understanding and influencing internal and external environmental policy making. Competency indicators include:

8.1. formulation and implementation of environmental policies with due consideration of economic and environmental factors for business, industry associations and government;

8.2. provision of strategic environmental advice; and

8.3. preparation of guidelines for good environmental management and monitoring practices.

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9. Mining enterprise management systems

Familiarity with enterprise governance and management systems and using these in the course of ESP work to create business value. Competency indicators include:

9.1. understanding overarching business context, needs and strategies, and positioning ESP accordingly;

9.2. using risk and materiality assessments to appropriately position ESP factors in risk registers;

9.3. managing ESP matters in a way that considers why and how external stakeholders interact with mining enterprises and ensures that interactions add value to them and the enterprises;

9.4. positioning ESP in an organisational context, particularly within the Health, Safety and Environment, Human Resources, Finance, Operations, Risk, Internal Audit, Communication, Government and Public Relations functions.

9.5. managing ESP through an enterprise's existing systems and tools, such as change management approaches, budgeting tools and lean boards;

9.6. establishing ESP accountability in enterprise management frameworks and business practice;

9.7. ensuring ESP compliance and performance consequences are accurately understood and appropriately factored into enterprise internal audit/assurance processes; and

9.8. developing and embedding ESP metrics into business improvement, compliance and reporting.

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10. Multi-lateral and financial institutions standards

Managing ESP matters to achieve business compliance with government and other external ESP policies, standards and guidelines. Competency indicators include working knowledge and application of:

10.1. context-specific jurisdictional statutory, regulatory and policy requirements;

10.2. relevant United Nations (UN) and International Labour Organisation (ILO) and other declarations, such as the UN Guiding Principles on Business and Human Rights, the UN Declaration on the Rights of Indigenous Peoples and the Voluntary Principles on Security and Human Rights;

10.3. International Finance Corporation (IFC) and similar Performance Standards;

10.4. Equator Bank and other relevant principles, codes of conduct and good practice;

10.5. Extractive Industries Transparency Initiative (EITI) and the Global Reporting Initiative (GRI);

10.6. OECD Due Diligence Guidance for Responsible Business Conduct;

10.7. relevant management certification standards (e.g. ISO 14001 and ISO 26000); and

10.8. adequately positioning and managing ESP practice, governance and reporting to help secure financing.

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11. Sustainable Development principles

Understanding the history of Sustainable Development (SD), evolving Sustainability expectations and how this relates to business Environment-Social-Governance (ESG) performance, metrics and reporting. Competency indicators include working knowledge and application of:

11.1. the economic, social, environmental and governance aspects of Sustainable Development;

11.2. concepts like intergenerational equity, materiality and natural and social capital fungibility;

11.3. ESP in Sustainability Standards Accounting Board approaches;

11.4. sustainable supply chain assessments;

11.5. extractive sector ESP alignment with the UN Sustainable Development Goals (SDGs);

11.6. International Council for Mining and Metals (ICMM) 10 Principles;

11.7. ICMM Sustainable Development Framework and Assurance Standard

11.8. ESP factors in stock exchange sustainability indices and reporting; and

11.9. ESP in annual sustainability reporting consistent with the Global Reporting Initiative (GRI).

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12. Workplace and community health, safety and security

12. Workplace and community health, safety and security

Aligning and managing ESP work within a safety-oriented culture and enterprise health, safety and security systems, including mental health considerations. Competency indicators include:

12.1. contributing to workplace, supply chain and community health, safety and security risk assessments;

12.2. contributing to workplace, supply chain and community hazard identification and mitigation;

12.3. familiarity and compliance with health, safety and security controls;

12.4. effectively monitoring of ESP-related health, safety and security matters; and

12.5. ability to participate in root cause analysis of ESP-related health and safety incidents.

Environment – Competency Assessment Tool

Introduction

Business Context and Environmental Performance

The AusIMM has developing this competency assessment tool to support the development and assessment of its professional members in the Environment discipline.

Environmental practitioners advise on, guide and undertake activities that seek to minimise environmental harm and maximise benefits from resource sector activity. In doing so they constructively position resource extraction in a sustainable development context. Effective environmental work integrates with many enterprise functional areas through all stages of resource exploration, project evaluation, construction, operations, transition to closure and post-closure. It includes impact assessment, the preparation and implementation of environmental management and monitoring plans that support optimal business strategy, environmental research, environmental stakeholder engagement, the preparation of environment-related compliance and other documentation required by government and financial lenders, the development of environment-related business policy, and involvement in assurance activities. The work may involve a range of activities that support the application of sustainable development principles and Environmental, Social and Governance (ESG) requirements in all stages of the resource extraction cycle.

Purpose of Environment Competencies

Competency is essential in the effective performance of complex work. Clearly mapping the competency requirements of roles helps in the selection of the right people for the work and helps map pathways for their further career development. In this context, the competencies for an individual are defined as:

"The knowledge, skills, experience, behaviour, attitudes and attributes required to effectively perform the role"

The competencies required of those in Environment roles that are set out in this document, including examples of 'competency indicators', align to the Australasian Institute of Mining and Metallurgy (AusIMM) Environment Chartered Professional Area of Practice (AoP) requirements. The competency indicator lists are not intended to be exhaustive; they are intended to help people in Environment roles map the range and level of their Environment competency set.

Effective Environmental work is important for business value and continues to grow in complexity. The AoPs competencies required to deliver on Environment management objectives have grown accordingly and fall into three key areas:

1.Engagement

The ability to work closely with relevant stakeholders on ESG-related matters, and to facilitate engagement between an extractive enterprise, affected communities and other stakeholders on environmental matters.

2.Management

The ability to manage business-driven Environment work and integrate it across a resource enterprise.

3.Technical

Specialist skills in areas such as: environmental science, environmental engineering, remediation and rehabilitation, closure transition and repurposing, environmental impact assessment and evaluation, environmental monitoring, and environmental management planning.

Using Environment AoP Competencies

The Environment AoP competencies tool can be used for:

- Guiding the position descriptions, recruitment, selection and deployment of Environment practitioners.
- Enabling people working in Environment roles to self-rate their own competency profile and work with their team leader to receive constructive feedback and coaching to manage their career.
- Guiding the professional development of people in Environment roles.
- Consistently assessing, building, managing and rewarding constructive environment-related knowledge and behaviours of individuals and teams.
- Assessing competency in relevant areas for the purposes of achieving Environment Chartered Professional status in the AusIMM
- Assessing competency for the purpose of participating in, and 'signing off' on, relevant Environment matters under various reporting codes and due diligence exercises.

The lists of Environment competency indicators can be used in two ways.

1. When assessing an individual, a deemed rating for each Environment competency indicator can be shown by entering a single number from 0 to 5 in the first column.
2. When 'mapping' whether an existing Environment competency is present (somewhere) in the overall enterprise team, a single entry of a score from 0 to 5 or the symbol ▯ (designating a time-limited specific consultant) can be written in the first column; with an entry in the second column indicating the desired competency requirement. Any differences in rating indicates a gap in the team's competency profile that may need to be filled.

Environment Competencies & Rating Levels

It is not expected that all Environment roles will need to demonstrate advanced application or mastery in any or all the competencies described. Nor will Environment professionals and workplace contexts necessarily require all the competencies. Competency requirements will depend to a large extent on the nature of the work location, life cycle stage and the environmental context.

Competency Ratings Table

Score	Rating	Description
0	Not required	Not required to understand or apply this AoP competency.
1	Basic awareness	Is aware of this AoP competency requirement in less complex situations but unable, or not required, to apply it.
2	Basic understanding	Able to describe this AoP competency and can apply it when necessary in less complex situations.
3	Medium application	Can effectively practice and apply this AoP competency in more complex situations and contexts on a regular and consistent basis.
4	Advanced application	Able to apply this AoP in highly complex, dynamic and challenging situations. Has deep knowledge and experience and is recognised as having specialist expertise within the extractive sector.
5	Expert mastery	Demonstrates leading edge knowledge and experience of this AoP. Able to apply it in many situations. Acknowledged as an expert, especially in addressing the most complex and difficult challenges.
*	Specific requirement dependent on circumstance	Experience and expertise in this area may not be required in a permanent staff role. A time-limited need is dependent on location-specific circumstances.

Environment – Competency Assessment Tool

Home

1. Environmental Science	Self/Team assessment	Desired rating
Competency overall		
Can collect, interpret and apply environmental science data relevant to exploration, mining and mineral processing operations, closure and/or repurposing.		
Competency indicators include:		
• demonstrate proficiency in quantitative and qualitative environmental investigations and research.		
• demonstrate knowledge of water, land, air, and relevant disciplines such as geology, ecology, ecotoxicology, chemistry agronomy, hydrology hydrogeology, and geochemistry.	_	_
• demonstrate knowledge of scientific sampling methods and scientific techniques for the collection of biological, physical and chemical data,		
• able to design experiments and perform data analysis, including quantitative statistical tests and data validation.		
• demonstrate familiarity with numerical modelling techniques as applied to the bio-physical environment and understanding of strengths and weaknesses thereof.		
• able to identify contamination sources, impacts and design prevention and remediation methods.	_	_
• can explain plant-soil-water interactions as applied to revegetation.		
• able to design and execute biodiversity offset programmes.	_	_
• demonstrated proficiency in scientific and technical report writing.		

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

Environment – Competency Assessment Tool

2. Environmental engineering	Self/Team assessment	Desired rating
Competency overall		
Can contribute to the design, construction and operations of civil, mechanical or chemical engineering facilities related to environmental management of mining and mineral processing operations.		
Competency indicators include:		
• able to advise on the design, construction and operation of water treatment and recycling plants		
• able to advise on the construction and operation of facilities to treat contaminated soils, wastes and air.		
• able to advise on the design, construction and operation of facilities to suppress noise and vibration.		
• can advise on the design and construction of landforms, cover systems and water management structures		
• demonstrate an understanding of the waste hierarchy		
• demonstrate an understanding of the concept of a circular economy		
• able to prepare and implement programs to maximize the efficiency of water use and energy use.		
• able to develop and implement programs to abate greenhouse gas and other air emissions.		
• able to advise on the design, construction and operation of equipment and facilities relying on renewable and non-renewable energy sources		
• can advise on the development and implementation of cleaner production methods.		

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

Environment – Competency Assessment Tool

Home

3. Rehabilitation, remediation, closure transition and repurposing	Self/Team assessment	Desired rating
Competency overall		
Able to design and implement programs to remediate and rehabilitate disturbed areas to achieve defined criteria and repurposing and closure objectives.		
Competency indicators include:		
• demonstrable knowledge of methods to characterise soil, waste rock, tailings and other residues		
• demonstrable knowledge of how material properties influence plant growth		
• able to identify contamination sources and impacts	_	_
• can advise on the design and construction of landforms, cover systems and water management structures	_	_
• demonstrate proficiency in plant species selection and plant establishment and habitat establishment techniques	_	_
• able to effectively engage internal and external stakeholders for closure transition planning and implementation purposes	_	_
• can contribute to multi-disciplinary teams (environment, social, economic, engineering) to develop and evaluate post-closure and/or repurposing land use options.		
• able to contribute to the determination of closure and/or repurposing objectives and completion criteria for facilities, structures and rehabilitated land		
• can contribute to the preparation of closure management plans and closure/repurposing cost estimates.	_	_
• can assess closure and post-closure/repurposing (residual) risks.		
• can contribute to execution of decommissioning, demolition, rehabilitation and repurposing works	_	_

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

Environment – Competency Assessment Tool

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4. Environmental impact assessment	Self/Team assessment	Desired rating
Competency overall		
Can collect and interpret data relevant to impacts on the environment resulting from exploration, development, operations and closure activities.		
Competency indicators include:		
• demonstrate knowledge of regulatory environmental impact assessment requirements and approval processes in relevant jurisdiction(s).	_	_
• can describe existing biophysical and socio-economic environments		
• able to design, scope and implement baseline studies	_	_
• can describe a proposed project and associated environmental mitigation measures		
• can predict environmental effects under proposed operational scenarios and under abnormal conditions		
• can prepare environmental impact assessment documentation for regulatory and business-driven purposes		
• can coordinate multi-disciplinary teams and integrate environmental impact assessments with engineering, social, economic and project feasibility studies		
• able to design and implement engagement programs with affected communities and other stakeholders in relation to environmental impacts		

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

Environment – Competency Assessment Tool

5. Environmental monitoring	Self/Team assessment	Desired rating
Competency overall		
Able to design and implement environmental monitoring programs and set up environmental data recording systems relevant to exploration, mining and mineral processing.		
Competency indicators include:		
• demonstrate knowledge of how to apply random, systematic and temporal sampling methodologies.		
• can identify appropriate biological, physical and chemical indicators for monitoring purposes		
• demonstrable knowledge of environmental monitoring methods and equipment appropriate for biological, physical and chemical data collection		
• demonstrate understanding of sample preservation and handling and chain of custody assurance		
• demonstrate knowledge of laboratory analysis techniques		
• demonstrate knowledge of the application of remote sensing techniques to environmental monitoring	_	_
• can design and implement environmental monitoring programs		
• demonstrable knowledge of databases, statistical analysis and interpretation of environmental data	_	_
• able to present environmental technical data and prepare monitoring reports		

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

Environment – Competency Assessment Tool

6. Environmental planning and management	Self/Team assessment	Desired rating
Competency overall		
Can use environmental knowledge to minimize adverse impacts over the entire life cycle of mining and mineral processing operations.		
Competency indicators include:		
• can contribute to the integration and coordination of environmental, engineering and financial knowledge to design and plan operations	_	_
• demonstrate understanding of land use planning concepts		
• demonstrate understanding of local customary land management practices	_	_
• able to undertake environmental risk assessments		
• demonstrable understanding of Geographical Information Systems		
• able to identify, document and interpret legal and organisational environmental obligations	_	_
• can prepare and implement environmental management systems, management plans and procedures		
• can undertake environmental auditing	_	_
• can review environmental performance and implement performance improvement and corrective action programs		
• able to investigate environmental incidents		

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

Environment – Competency Assessment Tool

Home

7. Stakeholder engagement relating to the environment	Self/Team assessment	Desired rating
Competency overall		
Able to undertake and/or participate in effective communication and engagement regarding environmental matters with affected communities and other stakeholders.		
Competency indicators include:		
• demonstrable knowledge of organizational structure of environmental regulators and their permitting, approval and compliance processes	_	_
• able to design and implement effective communication, consultation and engagement with affected communities, relevant government agencies and other stakeholders as part of regulatory approvals processes	_	_
• able to contribute to stakeholder mapping, including their interests, influence and materiality.		
• can prepare technical and non-technical environmental information for communication with affected persons, groups and the general public	_	_
• can explain how different customs, norms and values of different groups can influence the effectiveness of stakeholder engagement	_	_
• able to engage with landholders, government and non-government organisations, special interest groups and academic institutions		

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

Environment – Competency Assessment Tool

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9. Mining enterprise management systems
10. Multi-lateral and financial institutions standards
11. Sustainable Development principles
12. Workplace and community health, safety and security

8. Environmental policy and advice	Self/Team assessment	Desired rating
Competency overall		
Demonstrable understanding and ability to influence internal and external environmental policy making		
Competency indicators include:		
• demonstrate an understanding of emerging environmental issues at a local and national level	_	_
• can contribute to risk and materiality assessments of environmental issues	_	_
• can contribute to the formulation and implementation of environmental policies with due consideration of economic, social and environmental factors for business, industry associations and government	_	_
• able to provide strategic environmental advice at an enterprise level		
• able to provide strategic environmental advice at an enterprise level	_	_
• can prepare guidelines for good environmental management and monitoring practices		

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

Environment – Competency Assessment Tool

Home

9. Mining enterprise management systems	Self/Team assessment	Desired rating
AoP competency overall		
Demonstrable familiarity with enterprise governance and management systems and their use in the course of ESP work to create business value.		
Competency indicators include:		
• can explain overarching business context, needs and strategies, and positioning ESP accordingly.		
• can contribute to risk and materiality assessments to appropriately position ESP factors in risk registers.		
• can manage ESP matters in a way that considers why and how external stakeholders interact with mining enterprises and ensures that interactions add value to them and the business.		
• can explain ESP in a whole-of-business organisational context, particularly with reference to Health and Safety, Human Resources, Finance, Operations, Risk, Internal Audit, Communication, Government and Public Relations functions.	–	–
• able to manage ESP matters through an enterprise's existing systems and tools, such as change management approaches, budgeting tools and lean boards.		
• can ensure community and stakeholder feedback is adequately recorded and understood within and across the business.		
• can contribute to establishing ESP accountability in enterprise management frameworks and business practice.		
• can ensure ESP compliance and performance consequences are appropriately understood and factored into enterprise internal audit/assurance processes.	–	–
• can develop and embed ESP metrics into business improvement, compliance and reporting.		

This Area of Practice relates to systemic requirements in the natural resources sector and can equally apply to Environment and Social Performance (ESP) and other professional disciplines.

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

Environment – Competency Assessment Tool

10. Multi-lateral and financial institutions standards	Self/Team assessment	Desired rating
AoP competency overall		
Able to manage ESP matters to achieve business compliance with government and other external ESP policies, standards and guidelines (see below).		
Competency indicators include:		
• can explain relevant context-specific jurisdictional statutory, regulatory and policy requirements.		
• can explain relevant United Nations (UN) and International Labour Organisation (ILO) and other declarations, such as the UN Guiding Principles on Business and Human Rights, the UN Declaration on the Rights of Indigenous Peoples and the Voluntary Principles on Security and Human Rights.		
• demonstrable familiarity with International Finance Corporation (IFC) and similar Performance Standards.		
• demonstrable familiarity with Equator Bank and other relevant principles, codes of conduct and good practice.		
• demonstrable familiarity with Extractive Industries Transparency Initiative (EITI) and the Global Reporting Initiative (GRI).		
• demonstrable familiarity with OECD Due Diligence Guidance for Responsible Business Conduct		
• demonstrable familiarity with relevant management certification standards (e.g., ISO 14001 and ISO 26000);		
• can contribute to the adequately positioning and management of ESP practice, governance and reporting to help secure financing.		

This Area of Practice relates to systemic requirements in the natural resources sector and can equally apply to Environment and Social Performance (ESP) and other professional disciplines.

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

Environment – Competency Assessment Tool

11. Sustainable Development principles	Self/Team assessment	Desired rating
AoP competency overall		
Understanding the history of Sustainable Development (SD), evolving Sustainability expectations and how this relates to business Environment-Social-Governance (ESG) performance, metrics and reporting (see below).		
Competency indicators include:		
• can list economic, social, environmental and governance (ESG) aspects of Sustainable Development.		
• can explain concepts like intergenerational equity, materiality and natural and social capital fungibility.		
• can explain the importance of ESG in Sustainability Standards Accounting Board and other accounting approaches.		
• can contribute to ESG supply chain assessments.		
• can explain and refer to extractive sector ESG alignment with the UN Sustainable Development Goals (SDGs).		
• can reference International Council for Mining and Metals (ICMM) 10 Principles.		
• can reference the ICMM Sustainable Development Framework and Assurance Standard.		
• can explain how ESG-related matters factor in stock exchange sustainability indices and reporting.		
• can contribute to the design of relevant ESG performance metrics in annual sustainability reporting consistent with the Global Reporting Initiative (GRI).		

This Area of Practice relates to systemic requirements in the natural resources sector and can equally apply to Environment and Social Performance (ESP) and other professional disciplines.

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

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11. Sustainable Development principles
12. Workplace and community health, safety and security

12. Workplace and community health, safety and security	Self/Team assessment	Desired rating
AoP competency overall		
Can align and manage relevant ESP work within a safety-oriented culture and enterprise health, safety and security systems, including mental health considerations.		
Competency indicators include:		
• can contribute to workplace, supply chain and community health, safety and security risk assessments.		
• can contribute to workplace, supply chain and community hazard identification and mitigation.		
• demonstrable familiarity and compliance with health, safety and security controls.		
• able to effectively monitor ESP-related health, safety and security matters.		
• demonstrated ability to participate in root cause analysis of ESP-related health and safety incidents.		

This Area of Practice relates to systemic requirements in the natural resources sector and can equally apply to Environment and Social Performance (ESP) and other professional disciplines.

0 Not required 1 Basic awareness 2 Basic understanding 3 Medium application 4 Advanced application 5 Expert mastery * Specific

AusIMM Environment

Undergraduate/Graduate Degree Courses | Short courses and Training | Home

Course (Click for course information)	Provider	Mode of delivery	Study hours
Bachelor of Environmental Science	Central Queensland University		3 years
Bachelor of Environmental Science	Charles Darwin University		4 years
Bachelor of Environmental Science and Management	Charles Sturt University		5 years
Bachelor of Environmental Science	Curtin University of Technology		3 years
Bachelor of Engineering (Environmental) Honours	Edith Cowan University		4 years
Bachelor of Environmental Science	Griffith University		3 years
Master of Environment/Environmental Engineering	Griffith University		1-1.5 years
Bachelor of Environmental Engineering (Hons)	Monash University		5 years
Bachelor of Science (Earth and Environmental Sciences)	Macquarie University		4 years
Bachelor of Environmental Science	Queensland University of Technology (QUT)		3 years
Bachelor of Environmental Science	RMIT University		3 years
Bachelor of Environmental Engineering	RMIT University		4 years
Master of Environmental Engineering	RMIT University		2 years
Master of Environmental Science	Melbourne University		Various
Master of Environmental Engineering	Melbourne University		Various
Bachelor of Environmental Science	University of New England		3 years
Bachelor of Environmental Science and Management	University of Newcastle		3 years
Bachelor of Environmental Science	University of Queensland		3 years
Bachelor of Environmental Science	University of South Australia		3 years
Batchelor of Engineering Science (Environmental Engineering)	University of Southern Queensland		4 years
Master of Engineering Science (Environmental Engineering)	University of Southern Queensland		3 years
Master of Environmental Science	University of Sydney		1.5 years
Bachelor of Environmental Science	University of Sunshine Coast		3 years
	Universoty of Tasmania		4 years
Bachelor of Environmental Science	University of Western Australia		3 years

Environment Areas of Practice

Environmental science	Environmental engineering	Rehabilitation, remediation, closure transition and repurposing	Environmental impact assessment	Environmental monitoring	Environmental planning and management	Stakeholder engagement relating to the environment	Environmental policy and advice	Multi-lateral and financial Institutions standards	Sustainable Development principles
				TBA					

Online In person

AusIMM Environment

Undergraduate/Graduate

Course (Click for course info

Bachelor of Environmental
Bachelor of Environmental
Bachelor of Environmental
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Bachelor of Environmental
Master of Environment/En
Bachelor of Environmental
Bachelor of Science (Earth
Bachelor of Environmental
Bachelor of Environmental
Bachelor of Environmental
Master of Environmental E
Master of Environmental S
Master of Environmental E
Bachelor of Environmental
Bachelor of Environmental
Bachelor of Environmental
Bachelor of Environmental
Batchelor of Engineering S
Master of Engineering Scie
Master of Environmental S
Bachelor of Environmental

Bachelor of Environmental Science | University of Western Australia | 3 years

Environment Areas of Practice

Environmental policy and advice
Multi-lateral and financial institutions standards
Sustainable Development principles

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Bachelor of Environmental Science

Provider

Central Queensland University

Jurisdiction

Queensland

3 years full-time
6 years part-time

On campus

Course overview

TBA

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AusIMM Environment

Undergraduate/Graduate

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Bachelor of Environmental

Bachelor of Environmental Science | University of Western Australia | 3 years

Environment Areas of Practice

Environmental policy and advice
Multi-lateral and financial institutions standards
Sustainable Development principles

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Bachelor of Environmental Science

Provider

Charles Darwin University

Jurisdiction

Northern Territory

4 years full-time
6 years part-time

On campus

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Multi-lateral and financial Institutions standards

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Bachelor of Environmental Science and Management

Provider

Charles Sturt University

Jurisdiction

South Australia

5 years full-time
6 years part-time

On campus

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Bachelor of Environmental Science — University of Western Australia — 3 years

AusIMM Environment

Undergraduate/Graduate

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- Bachelor of Environmental
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- Bachelor of Environmental
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- Bachelor of Environmental
- Bachelor of Environmental Science — University of Western Australia — 3 years

Environment Areas of Practice

Environmental policy and advice	Multi-lateral and financial Institutions standards	Sustainable Development principles

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Bachelor of Environmental Science

Provider

Curtin University of Technology

Jurisdiction

Western Australia

3 years full-time
6 years part-time

On campus

Course overview

TBA

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AusIMM Environment

Undergraduate/Graduate

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- Bachelor of Environmental
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Environmental policy and advice	Multi-lateral and financial Institutions standards	Sustainable Development principles

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Bachelor of Engineering (Environmental) Honours

Provider

Edith Cowan University

Jurisdiction

Western Australia

4 years full time

On campus

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Bachelor of Environmental

Bachelor of Environmental Science | University of Western Australia | 3 years

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Bachelor of Environmental Science

Provider

Griffith University

Jurisdiction

Queensland

3 years full time

On campus

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Master of Environmental E			
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Bachelor of Environmental			
Bachelor of Environmental			
Bachelor of Environmental			
Batchelor of Engineering S			
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Master of Environmental S			
Bachelor of Environmental			
Bachelor of Environmental Science	University of Western Australia		3 years

Multi-lateral and financial Institutions standards

Sustainable Development principles

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Master of Environment/ Environmental Engineering

Provider

Griffith University

Jurisdiction

Queensland

1-1.5 years full-time
3 years part-time on line

On campus / Online

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TBA

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Online In person

AusIMM Environment

Undergraduate/Graduate

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Environmental policy and advice	Multi-lateral and financial Institutions standards	Sustainable Development principles

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Bachelor of Environmental Engineering (Hons)

Provider

Monash University

Jurisdiction

Victoria

5 years full-time

On campus

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Undergraduate/Graduate

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Bachelor of Science (Earth and Environmental Sciences)

Provider

Macquarie University

Jurisdiction

New South Wales

4 years full-time

On campus

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Bachelor of Environmental Science

Provider

Queensland University of Technology (QUT)

Jurisdiction

Queensland

3 years full-time
6 years part-time

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Bachelor of Environmental Science

Provider

RMIT University

Jurisdiction

Victoria

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6 years part-time

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Bachelor of Environmental Engineering

Provider

RMIT University

Jurisdiction

Victoria

4 years full-time
8 years part-time

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Master of Environmental Engineering

Provider

RMIT University

Jurisdiction

Victoria

2 years full-time
4 years part-time

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Master of Environmental Science

Provider

Melbourne University

Jurisdiction

Victoria

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Melbourne University

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Bachelor of Environmental Science

Provider

University of New England

Jurisdiction

New South Wales

3 years full-time
Up to 10 years part-time

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Environment Areas of Practice

Environmental policy and advice	Multi-lateral and financial institutions standards	Sustainable Development principles

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Bachelor of Environmental Science and Management

Provider

University of Newcastle

Jurisdiction

New South Wales

3 years full-time
6 years part-time

On campus

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Undergraduate/Graduate

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- Master of Environmental S
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Environment Areas of Practice

Environmental policy and advice	Multi-lateral and financial institutions standards	Sustainable Development principles

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Bachelor of Environmental Science

Provider

University of Queensland

Jurisdiction

Queensland

3 years full-time
6 years part-time

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AusIMM Environment

Undergraduate/Graduate

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Bachelor of Environmental Science

Provider

University of South Australia

Jurisdiction

South Australia

3 years full-time

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Environment Areas of Practice

Environmental policy and advice
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Batchelor of Engineering Science (Environmental Engineering)

Provider

University of Southern Queensland

Jurisdiction

Queensland

4 years full-time
or part time equivalent

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- Bachelor of Environmental
- Bachelor of Environmental
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Environment Areas of Practice

Environmental policy and advice	Multi-lateral and financial Institutions standards	Sustainable Development principles

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Master of Engineering Science (Environmental Engineering)

Provider

University of Southern Queensland

Jurisdiction

Queensland

3 years part-time

On campus

Course overview

TBA

Visit course website →

AusIMM Environment

Undergraduate/Graduate

Course (Click for course info

- Bachelor of Environmental
- Bachelor of Environmental
- Bachelor of Environmental
- Bachelor of Environmental
- Bachelor of Engineering (E
- Bachelor of Environmental
- Master of Environment/En
- Bachelor of Environmental
- Bachelor of Science (Earth
- Bachelor of Environmental
- Bachelor of Environmental
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Environment Areas of Practice

Environmental policy and advice	Multi-lateral and financial Institutions standards	Sustainable Development principles

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Master of Environmental Science

Provider

University of Sydney

Jurisdiction

New South Wales

1.5 years full-time

On campus

Course overview

TBA

Visit course website →

Online In person

AusIMM Environment

Undergraduate/Graduate

Course (Click for course info

Bachelor of Environmental
Bachelor of Environmental
Bachelor of Environmental
Bachelor of Environmental
Bachelor of Engineering (E
Bachelor of Environmental
Master of Environment/En
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Bachelor of Science (Earth
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Master of Environmental S
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Bachelor of Environmental
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Bachelor of Environmental

Bachelor of Environmental Science | University of Western Australia | 3 years

Environment Areas of Practice

Environmental policy and advice
Multi-lateral and financial institutions standards
Sustainable Development principles

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Bachelor of Environmental Science

Provider

University of Sunshine Coast

Jurisdiction

Queensland

3 years full time
or part-time equivalent

On campus

Course overview

TBA

Visit course website →

AusIMM Environment

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Environment Areas of Practice

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Course overview

Provider

Universoty of Tasmania

Jurisdiction

Tasmania

4 years full time or part-time equivalent

On campus

TBA

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AusIMM Environment

Undergraduate/Graduate

Course (Click for course info

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Bachelor of Environmental
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Master of Environmental S
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Bachelor of Environmental

Bachelor of Environmental Science | University of Western Australia | 3 years

Environment Areas of Practice

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Bachelor of Environmental Science

Provider

University of Western Australia

Jurisdiction

Western Australia

3 years full time

On campus

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AusIMM Environment

Undergraduate/Graduate Degree Courses | Short courses and Training | Home

Course (Click for course information)	Provider	Mode of delivery	Study hours
Bachelor of Environmental Science and Management	University of Western Australia		3 years
Bachelor of Environmental Science and Ecology	University of Western Australia		3 years
Bachelor of Environmental Science and Management	James Cook University		3 years
Bachelor of Environmental Engineering	University of Wollongong		4 years
Bachelor of Environmental Science (Honours)	University of Wollongong		4 years

Environment Areas of Practice

Environmental science	Environmental engineering	Rehabilitation, remediation, closure transition and repurposing	Environmental impact assessment	Environmental monitoring	Environmental planning and management	Stakeholder engagement relating to the environment	Environmental policy and advice	Multi-lateral and financial Institutions standards	Sustainable Development principles
					TBA				

Online In person

Undergraduate/Graduate

Course (Click for course info

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- Bachelor of Environmental

Environment Areas of Practice

Environmental policy and advice	Multi-lateral and financial Institutions standards	Sustainable Development principles

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Bachelor of Environmental Science and Management

Provider

University of Western Australia

Jurisdiction

Western Australia

3 years full tiime
4 year Hons

On campus

Course overview

TBA

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Online In person

Undergraduate/Graduate

Course (Click for course info

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Environment Areas of Practice

Environmental policy and advice	Multi-lateral and financial Institutions standards	Sustainable Development principles

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Bachelor of Environmental Science and Ecology

Provider

University of Western Australia

Jurisdiction

Western Australia

3 years full time
or part-time equivalent

On campus

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Online In person

Undergraduate/Graduate

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Environmental policy and advice	Multi-lateral and financial Institutions standards	Sustainable Development principles

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Bachelor of Environmental Science and Management

Provider

James Cook University

Jurisdiction

Queensland

3 years full time
or part-time equivalent

On campus

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Undergraduate/Graduate

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- Bachelor of Environmental

Environment Areas of Practice

Environmental policy and advice	Multi-lateral and financial Institutions standards	Sustainable Development principles

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Bachelor of Environmental Engineering

Provider

University of Wollongong

Jurisdiction

New South Wales

4 years full time
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On campus

Course overview

TBA

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Online In person

Undergraduate/Graduate

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Bachelor of Environmental Science (Honours)

Provider

University of Wollongong

Jurisdiction

New South Wales

4 years full time
or part-time equivalent

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Visit course website

AusIMM Environment

Undergraduate/Graduate Degree Courses | Short courses and Training | Home

Course (Click for course information)	Provider	Mode of delivery	Study hours	Environmental science	Environmental engineering	Rehabilitation, remediation, closure transition and repurposing	Environmental impact assessment	Environmental monitoring	Environmental planning and management	Stakeholder engagement relating to the environment	Environmental policy and advice	Multi-lateral and financial Institutions standards	Sustainable Development principles
				Environment Areas of Practice									
ESG and Social Responsibility	AUSIMM	Online	40 hrs										✓
Professional Certificate in Tailings Management	AUSIMM	Online											
Mine Site Environmental Management Program Part 1 and Part 2	The University of Queensland	Online											
Achieving Environmental Effectiveness	The University of Queensland	Online											
Acid and Metalliferous Drainage Workshop	The University of Queensland	Online	-										
Mine Site Environmental Management Professional Development	The University of Queensland	Online	30 hrs										
New Governance for Mining and Resource Leaders	The University of Queensland	Online	40 hrs										✓
Minerals and Mining in a Sustainable World	The University of Queensland	Online	20 hrs										✓
Mining and Sustainability	Curtin University	Online	1 semester										✓
Responsible Mining	Curtin University	Online	1 semester										✓
Mining and Environment	University of Adelaide	Online, In person	1 semester										✓
Sustainable Mining Fundamentals	Informa Connect	Online, In person	1 day										✓
Introduction to ESG	Edumine	Online	3 hrs										✓
Sustainable Management in the Extractive Industry	Future Learn	Online	18 hrs										✓
Transition from CSR to ESG in the Mining Sector	Spire Events	In person	-										✓
Oil and Gas ESG [Environmental, Social & Governance] Fundamentals	RPS Training	Online	2 days										✓
Oil, Gas and Mining Governance in Emerging Markets	University of Oxford	In person	5 days										
A variety of training courses on demand	Plexus Energy	In person	-										
Environmental and Social Impact Assessment	Glomacs	Online, In person	5 days										
Corporate Social Responsibility (CSR) in the Oil & Gas Industry	Glomacs	Online, In person	25 hrs										
Environmental and Social Framework (ESF) Training	World Bank	Online	8 hrs										
ESG resource for companies	IFC	Online	-										
ESG Training	VinciWorks	Online	-										✓
Sustainability training	SGS	Online, In person	-										✓

Online In person

AusIMM Environment

Undergraduate/Graduate

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- Sustainability training

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ESG and Social Responsibility

Provider

AUSIMM

Jurisdiction

Australia

40 hrs

Online

Course overview

Examine environment, social and governance performance and social responsibility (ESG/SR) through critical thinking and authentic resource sector experience looking at ESG/SR risk, threats and opportunities, and developing workplace responses, execution, assurance and performance reporting.

Environment Areas of Practice

- Sustainable Development principles

Visit course website →

Version 1

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Professional Certificate in Tailings Management

Provider

Australian Institute of Mining and Metals (AUSIMM)

Jurisdiction

Australia

Online

Course overview

Gain competency and expand your knowledge on the geotechnical, geochemical, governance, closure and socio-economic considerations of tailings management

Visit course website →

AusIMM Environment

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Mine Site Environmental Management Program Part 1 and Part 2

Provider

The University of Queensland

Jurisdiction

Australia

Online

Course overview

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Achieving Environmental Effectiveness

Provider

The University of Queensland

Jurisdiction

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Acid and Metalliferous Drainage Workshop

Provider

The University of Queensland

Jurisdiction

Australia

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Course overview

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		✓

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Mine Site Environmental Management Professional Development

Provider

The University of Queensland

Jurisdiction

Australia

30 hrs

Online

Course overview

TBA

Visit course website →

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New Governance for Mining and Resource Leaders

Provider

The University of Queensland

Jurisdiction

Australia

40 hrs

Online

Course overview

This course fills a crucial gap for people who already 'know mining' but need to manage increasingly complex environmental, health, safety and social performance requirements and expectations.

Environment Areas of Practice

- Sustainable Development principles

Visit course website →

Version 1

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Environment Areas of Practice

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Minerals and Mining in a Sustainable World

Provider

The University of Queensland

Jurisdiction

Australia

20 hrs

Online

Course overview

Explore the role of minerals in society and their contribution to sustainable development.

Environment Areas of Practice

- ✓ Sustainable Development principles

Visit course website →

AusIMM Environment

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Environment Areas of Practice

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Mining and Sustainability

Provider

Curtin University

Jurisdiction

Australia

1 semester

Online

Course overview

This unit provides students with a comprehensive and practical understanding of the range of impacts that mining may have on society and the environment.

Environment Areas of Practice

- ✓ Sustainable Development principles

Visit course website →

Version 1

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Responsible Mining

Provider

Curtin University

Jurisdiction

Australia

1 semester

Online

Course overview

This unit provides students with a comprehensive and practical understanding of the range of impacts that mining may have on society and the environment.

Environment Areas of Practice

- ✓ Sustainable Development principles

Visit course website →

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Mining and Environment

Provider

University of Adelaide

Jurisdiction

Australia

1 semester

Mixed mode

Course overview

This course provides a comprehensive and practical understanding of the impacts that mining may have on society and the environment. It also provides an appreciation of management principles and practices vital to successful mine management.

Environment Areas of Practice

- Sustainable Development principles

Visit course website →

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Sustainable Mining Fundamentals

Provider

Informa Connect

Jurisdiction

Australia

1 day

Online/ In person

Course overview

A review of case histories illustrate environmental risks that are encountered, particularly for projects in areas with little experience of mining. Environmental issues are discussed, with reference to the relative importance of each issue in different geographic, social and political situations.

Environment Areas of Practice

- Sustainable Development principles

Visit course website →

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Introduction to ESG

Provider

Edumine

Jurisdiction

USA

3 hrs

Online

Course overview

This introductory course gives the learner a foundational understanding of Environment, Social, Governance (ESG) practices. The content includes a brief history of sustainability, the circular economy, the global factors driving demand as well as the risks and opportunities of ESG in the mining industry.

Environment Areas of Practice

- Sustainable Development principles

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Sustainable Management in the Extractive Industry

Provider

Future Learn

Jurisdiction

USA

18 hrs

Online

Course overview

Learners will critically reflect on sustainability, discover best practice strategies, and learn how to respond to sustainability challenges faced by the mineral resource extraction sector.

Environment Areas of Practice

- Sustainable Development principles

Visit course website →

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Transition from CSR to ESG in the Mining Sector

Provider

Spire Events

Jurisdiction

USA

-

In person

Course overview

With growing pressure for the mining industry to be a responsible ESG player, companies need to be both ambitious and realistic about what they can deliver and build an ESG strategy that works for their individual business

Environment Areas of Practice

- Sustainable Development principles

Visit course website →

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- Sustainability training

Environment Areas of Practice

Environmental policy and advice	Multi-lateral and financial Institutions standards	Sustainable Development principles
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Oil and Gas ESG [Environmental, Social & Governance] Fundamentals

Provider

RPS Training

Jurisdiction

UK /Australia/ USA

2 days

Online

Course overview

In the past few years ESG (Environmental, Social and Governance) reporting, management, and compliance has become a significant focus area for oil and gas companies. This course will provide an awareness of ESG issues that will help your organisation to thrive in today's rapidly evolving market.

Environment Areas of Practice

- ✓ Sustainable Development principles

Visit course website →

AusIMM Environment

Undergraduate/Graduate

Course (Click for course info

- ESG and Social Responsib
- Professional Certificate in
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Environment Areas of Practice

Environmental policy and advice	Multi-lateral and financial institutions standards	Sustainable Development principles
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Oil, Gas and Mining Governance in Emerging Markets

Provider

University of Oxford

Jurisdiction

UK

5 days

In person

Course overview

This intensive five-day course provides the training and insight required for policy leaders in the public and private sector to work towards better management and governance of oil, gas or mineral resources for a better future.

Visit course website →

AusIMM Environment

Undergraduate/Graduate

Course (Click for course info

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Environment Areas of Practice

Environmental policy and advice | Multi-lateral and financial institutions standards | Sustainable Development principles

Back

A variety of training courses on demand

Provider

Plexus Energy

Jurisdiction

UK

-

In person

Course overview

Training in the areas of social and environmental performance, human rights, social risk management, impact assessment, stakeholder engagement and social investment for community liaison officers (CLOs), HSE and SP managers, asset managers and senior project management.

Visit course website →

AusIMM Environment

Undergraduate/Graduate

Course (Click for course info

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Environment Areas of Practice

Multi-lateral and financial Institutions standards

Sustainable Development principles

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Environmental and Social Impact Assessment

Provider

Glomacs

Jurisdiction

Dubai UAE

5 days

Online/ In person

Course overview

This course provides the necessary concepts, knowledge, and good practices about managing environmental and social impacts resulting from development projects. This is a process of evaluating the likely environmental and social impacts of a proposed project

Visit course website →

AusIMM Environment

Undergraduate/Graduate

Course (Click for course info

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Environment Areas of Practice

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Corporate Social Responsibility (CSR) in the Oil & Gas Industry

Provider

Glomacs

Jurisdiction

Dubai UAE

25 hrs

Online/ In person

Course overview

The Corporate Social Responsibility (CSR) in the Oil & Gas Industry training course will impart skills to identify, monitor and manage issues that affect your organisation, map stakeholder interests and maintain positive stakeholder relationships within the framework of corporate policy and strategy.

Visit course website →

AusIMM Environment

Undergraduate/Graduate

Course (Click for course info

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Environment Areas of Practice

Environmental policy and advice | Multi-lateral and financial institutions standards | Sustainable Development principles

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Environmental and Social Framework (ESF) Training

Provider

World Bank

Jurisdiction

International

8 hrs

Online

Course overview

The EFS training looks at Environmental and Social Standards (ESS). It includes videos and two case studies with stakeholders sharing helpful approaches, mindsets and behaviours that are key to successful implementations of the ESF.

Visit course website →

AusIMM Environment

Undergraduate/Graduate

Course (Click for course info

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Environment Areas of Practice

Environmental policy and advice

Multi-lateral and financial Institutions standards

Sustainable Development principles

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ESG resource for companies

Course overview

The IFC Sustainability Webinar Series offers IFC expertise and thought leadership on sustainability issues.

Provider

IFC

Jurisdiction

International

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Online

Visit course website →

Version 1

Online In person

AusIMM Environment

Undergraduate/Graduate

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ESG Training

Provider

VinciWorks

Jurisdiction

UK

-

Online

Course overview

ESG awareness training is designed to give company's employees an overview of what ESG means, why it's important, and what can be done to help the company achieve its ESG goals. While the micro-course gives an introduction to ESG, the in-depth course goes into further detail of each employee's personal role and responsibilities in their company's ESG initiatives.

Environment Areas of Practice

- Sustainable Development principles

Visit course website →

AusIMM Environment

Undergraduate/Graduate

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Environment Areas of Practice

Environmental policy and advice	Multi-lateral and financial Institutions standards	Sustainable Development principles
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Sustainability training

Provider

SGS

Jurisdiction

Netherlands

-

Online/ In person

Course overview

Focusing on sustainability enables you to improve efficiency, reduce risk and increase competitive advantage. Our comprehensive range of sustainability and corporate social responsibility (CSR) training courses covers a wide range of topics

Environment Areas of Practice

- ✓ Sustainable Development principles

Visit course website →

Environment – Guidelines

Home

Guidelines	Provider	Overview	
Tailings Reduction Roadmap	International Council for Mining and Metals	Good practice guidance on Tailings reduction developed with input from member company tailings experts	Visit Guide →
Tailings Management: good Practice Guide	International Council for Mining and Metals	Good practice guidance on Tailings reduction developed with input from member company tailings experts	Visit Guide →
Training Materials for Tailing Management Good Practice	International Council for Mining and Metals	Narrated slide packs to assist tailings specialists communicate good practice tailings management to non-specialists	Visit Guide →
Good Practice Guidance for Mining and Biodiversity	International Council for Mining and Metals	Good practice guidance on biodiverity management developed with input from member company subject matter experts	Visit Guide →
Integrated Mine Closure Good Practice Guide	International Council for Mining and Metals	Good practice guidance on Integrated Mine Closure developed with input from member company tailings experts	Visit Guide →
Integrated Mine Closure Good Practice Guide Training Materials	International Council for Mining and Metals	Training materials to support Integrated Mine Closure	Visit Guide →
Adapting to Changing Climate: Building Resilience in the Minign and Metals Industy	International Council for Mining and Metals	Guidance of risk management for climate adaption	Visit Guide →
Water Stewardship Practices	International Council for Mining and Metals	A series of guidances on good practice water stewardship	Visit Guide →
Mine Rehabilitation: Leading Practice Sustainable Development Program for the Mining Industry	Australian Ministry of Foreign Affairs and Trade.	One of a series of handbooks which provide mining managers, communities and regulators with information on leading practice approaches to the managemnet Environment and Social Performance in the minerals sector.	Visit Guide →
Leading Practice Handbooks for sustainable mining	Australian Government	The program developed a series of handbooks which provide mining managers, communities and regulators with information on leading practice approaches to mining management. Include mine closure, risk management, etc	Visit Guide →
Mine Closure Handbook: Environmental Techniques for the Extractive Industries.	Geological Survey of Finland		Visit Guide →
Mining with the End in Mind: landform design for sustainable mining - position paper	Landform Design Institute (LDI)		Visit Guide →
California Abandoned Mines Prioritization Tool Phase I Technical and Business Process Report	Department of Conservation Sacramento, CA		Visit Guide →
Guidelines for the assessment of alternatives for mine waste disposal	Environment Canada		Visit Guide →

Environment – Guidelines

Home

Guidelines	Provider	Overview	
Nevada Standardized Reclamation Cost Estimator	Nevada Division of Environmental Protection (DEP)		Visit Guide →
Coal Mining Reclamation: Bonding Policy Recommendations	Alliance for Appalachia		Visit Guide →
Best Practices in Dam and Levee Safety Risk Analysis	US Bureau of Reclamation		Visit Guide →
Guidelines for performance management of oil sands fluid fine tailings deposits to meet closure commitments.	Canada's Oil Sands Innovation Alliance (COSIA)		Visit Guide →
Guideline for development and implementation of operation, maintenance, and surveillance (OMS) activities	Mining Association of Canada (MAC)		Visit Guide →
Guidelines for mine closure and rehabilitation	Department of Environment and Science		Visit Guide →
Guidelines for mine closure and rehabilitation	Department of Mines, Industry Regulation and Safety	Useful guide http://www.dmp.wa.gov.au/Documents/Environment/REC-EC-112D.pdf	Visit Guide →
Guidelines for mine closure and rehabilitation	Department of Planning, Infrastructure and Environment	Includes a range of guidelines, links to the NSW rehabilitation forum (YouTube), etc	Visit Guide →
Guidelines for mine closure and rehabilitation	Department of Primary Industry and Resources		Visit Guide →
Guidelines for mine closure and rehabilitation	Environmental Protection Authority & Department of State Growth		Visit Guide →
Guidelines for mine closure and rehabilitation	Department for Energy and Mining		Visit Guide →
Guidelines for mine closure and rehabilitation	Department of Jobs, Precincts and Regions		Visit Guide →