



## Knowledge

### Professional experience

- 'Knowledge of the sea'
- Seagoing experience

### Conventions, resolutions, rules and regulations

- Knowledge of IMO, ILO, WHO Conventions & Resolutions
- Flag State regulations
- Classification

### Industry standards

- Knowledge of Best Practice Guides and other industry standards appropriate to the subject being taught

### Continuous professional development

- Updating of knowledge

### Management theory

- Basics of management science
- Understanding of cultural differences
- Basic understanding of social systems

### Human element

- Understanding the Human Element
- Relevance in design, build and operations
- Benefits of addressing the human element
- Regulatory expectations
- Basic Ergonomics and the effect of context of use on human performance

### Subject matter knowledge

- Having a generous foundation of knowledge

### Training design

- Psychology of learning
- Knowledge of lesson planning procedures
- Identifying and writing lesson objectives
- Selecting instructional methods and materials
- Planning assessments

## Skills

### Human element

- Ability to recognise human element issues and predict consequences
- Ability to recognise the impact of shaping factors in the context of use on performance, motivation and safety

### Experience

- Currency
- Leadership
- Professional judgement
- Technical skills

### Safety awareness

- Setting a good example
- Basics of accident investigation

### Communication

- Presenting information in a manner that can be understood by the learners
- Communicating complex ideas in a clear and concise manner
- Translating information using a vocabulary that the learner can understand
- Interpersonal skills

### Continuous professional development

- Updating of skills and knowledge

### Learning

- Seeking feedback from students
- Designing or planning of learning
- Feedback and assessment
- Valid, reliable, fair, clear and unambiguous assessments

### Lesson Planning

- Focussing on the trainees' needs in the planning stages
- Focussing on the trainees' needs in the classroom

- Taking account of impact of other duties and time available for training
- Applying a human-centred approach to the design of training

### Technical proficiency

- Having a deep understanding of the subject
- Understanding the difficulties that non-experts have with a subject

### Leadership, management, and cultural awareness

- Training of leadership skills
- Motivation of people
- Working together with different nationalities, religions and mentalities
- Affect of ergonomic factors on performance and motivation

### Pedagogy

- Understanding the fundamentals of pedagogy
- Understanding of instructional strategies

### Teaching Ability

- Ability to transfer skills and knowledge to a diverse audience
- Building learner confidence in the instructor and promoting credibility
- Facilitating learning and answering questions
- Solid presentation skills
- Classroom management skills
- Teaching methodologies
- Ability to gauge learner understanding through facial expressions, body language and comments
- Ability to read, write, synthesize, evaluate, make decisions and communicate ideas
- Use of feedback to improve teaching and materials

## Attributes

### Attitude

- Self-awareness
- Self-motivation
- Mental ability
- Intelligence
- Personality
- Character

### Professionalism

- Professional standards

### Integrity

- Moral soundness
- Honesty
- Freedom from corrupting influences
- Unprejudiced

### Transparency

- Openness
- Accountability

### Temperament

- Confident
- Respect for peers and students
- Polite
- Firm
- Courteous
- Calm
- Patient

### Impartiality

- Independent
- Unbiased
- Consistent
- Informed decision making

### Communication

- Clear
- Effective

### Motivation

- Enthusiasm
- Adaptability

### Empathy

- Ability to bond with students

### Inspiring

- Exploiting students' talents, skills and abilities

### Willing to Learn

- Willingness to learn from other teachers and students
- Human-centred approach in training design

### Understanding

- Flexible in teaching style
- Adaptable
- Understanding of human nature
- Awareness of the usability of the training delivered
- Awareness of the ergonomics of training

### Dedication to excellence

- Getting the best from students
- Encouraging sharing of ideas
- Willingness to help students achieve
- Pride in student accomplishments

