Chartered Institute of Ergonomics & Human Factors

Summary rubric for professional membership

	Band A	Band B	Band C	Band D	Band E
	You're just starting out, aware of the basics but not yet applying them independently.	You can put your knowledge into practice in standard situations and give clear examples.	You work confidently in more complex contexts, analysing and improving outcomes with evidence.	You lead projects or research, integrating knowledge to drive significant improvements.	You're recognised as an authority, with deep expertise and proven influence beyond your own organisation.
Core Competency 1 — Uses a human-centred approach to the design and development of systems.	You understand the basics of human factors and know they matter for safe and effective design.	You apply human-centred design principles in everyday tasks with practical examples.	You integrate these principles into complex projects and make well-reasoned recommendations.	You lead or critically evaluate innovative projects that show major improvements in system design.	You demonstrate deep insight, with recognised contributions or research that set new standards.
Core Competency 2 — Focuses on human characteristics, capabilities and limitations.	You recognise key human differences and their effect on how people interact with systems.	You apply this knowledge consistently in practice and can point to examples.	You analyse and use these insights to shape design choices and outcomes.	You lead or research complex projects, showing how these factors improve interaction and design.	You're recognised for advanced application or research, with evidence of major design improvements.
Core Competency 3 — Recognises how other system components and performance influencing factors affects people.	You can identify basic factors (tasks, tools, environment) that affect performance.	You apply this understanding in practice to help manage and improve performance.	You systematically evaluate these factors and use evidence to influence design decisions.	You lead complex projects, optimising human performance through integrated system design.	You innovate or publish widely, showing system-wide improvements and advanced integration.
Core Competency 4 — Applies relevant methods, tools and techniques.	You use basic tools and methods in simple situations.	You can reliably apply tools and techniques in typical projects with clear examples.	You apply a range of tools in complex projects, analysing data and supporting others.	You innovate or lead in developing and applying advanced methods, tools or techniques.	You're an expert authority, creating or leading major methodologies recognised by others.
Core Competency 5 — Adopts professional skills and behaviours.	You recognise the value of professionalism and commit to developing yourself.	You show active professional growth and follow ethical standards.	You mentor or guide others, demonstrating strong ethics and ongoing development.	You lead in professional practice, influencing policy, standards or education.	You're a recognised leader or advisor, shaping the discipline at national or international level.