



This framework was developed in partnership with the USFS.



OUTDOOR RECREATION PROFESSIONAL

COMPETENCY FRAMEWORK

These competencies, grouped into buckets, are important skills for outdoor recreation managers and planners across the recreation workforce for the benefit of all programs, services, and activities.

LAND MANAGEMENT	RECREATION ACCESS	PROJECT MANAGEMENT	RECREATION MANAGEMENT	RECREATION PLANNING + VISTOR USE MANAGEMENT	PROGRAM + OPERATIONS MANAGEMENT	SPECIALIZED SKILLS
Historical Context of Public Lands Management	Accessibility Laws + Principles	Budgeting + Milestones	Conflict Resolution + Consensus Building	Community Context	Business Acumen	Contract Administration + Management
Interdisciplinary Collaboration	Information Access	Facilitation	Customer Service	Desired Conditions / Visioning	Management Intent	Human Dimensions Tools + Data
Land Management Jurisdiction + Policy	Physical Access	Implementation + Monitoring	Information Gathering + Management Application	Indicators + Monitoring	Operations and Maintenance	Grants + Agreements
Public Lands Law	Socioeconomic Access	Outreach + Public Input	Leadership	Management Strategies	Program Assessment	Site Design
Shared Stewardship	Welcoming + Belonging	Technical Writing	Professional Development	Scenery/Visual Resources	Safety + Risk Management	Special Uses + Permits
Tribal + Indigenous Relations			Public Speaking / Presenting	Site-Specific Policy		
				Visitor Preferences		

RECREATION-ADJACENT EXPERTISE

These topics, though relevant to recreation professionals, are specific fields of expertise that should be addressed and supported by trained professionals. Recreation professions should understand these topics, how they impact recreation systems, and when to defer to experts for information and decision-making support.

- Ecology/Recreation Ecology
- Engineering
- Historic/Cultural Management
- Interpretation + Education
- Landscape Architecture
- Personnel Management
- Social Science
- Tribal Relations
- Water Resource Management
- Wildlife Management