



**EU standards for Outdoor Animators**

# **INDUSTRY FUNCTIONAL MAP for the OUTDOOR SECTOR**



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*English version*

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**Industry Functional Map for the Outdoor Sector**  
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## Presentation

The EQFOA project is aiming at defining a **Competence Framework for Outdoor Animators**, designed mainly by Outdoor employers, since for the first time at European level, "The Outdoors" have decided to identify and list the competences required for their members of staff operating on outdoor sites.

In order to establish this "**Competence Framework**" in an accurate way, the EQFOA project partners decided to proceed along two complementary paths: the one of the "**Occupational Map**" naturally leading into the "**Occupational Description**" on the one hand, and that of the "**Functional Map**" on the other hand. This "two-way" approach, was chosen to allow partners to have a clear view of who the outdoor animator is and what he/she does, not only through a description of his/her job, but also through the precise description of his/her functions within the structures where he/she operates.

The actual "**Functional map**" is therefore falling into a well planned logic. Nevertheless, a few explanations on its construction seem necessary:

The objectives of the "Outdoors" functional map is to outline the functions that are performed in the industry, and the sub components that make up each of the described functions.

In order to do this accurately and objectively, the EQFOA project partners have identified the functions that "Outdoor Animators" carry out on a day to day basis as part of their involvement in the sector. A functional map **is not a list of job descriptions**. Instead, it is a **structured way of describing the functions** of the Outdoors, starting from a "**Key Purpose**" and then breaking it down into smaller functional areas, each a subset of the last. The functional map **is not a list of skills or knowledge required to perform these functions** but it should include all the functions within the Outdoors, from "Management" to "Technical Operations".

The EQFOA partners have identified **five levels of description**: firstly, the main "**Key Purpose**", split into 7 "**Key Areas**", each of them being analysed at a third level through "**Key Roles**". These "**Key Roles**" are then detailed as "**Key Functions**", themselves detailed right through to "**Performance Indicators**".

It is essential to state at this point that the project is concentrating on the functions fulfilled by "Outdoor Animators" in the core of their activity. This is the reason why from the "**Key Role**" level, only the "**core**" activity of the animator, that is to say the "**F1: Deliver the Service**" role, has been detailed into 5 "**Key Functions**". Of course, each of the 53 other identified "**Key Roles**" could have each been split into detailed "**Key Functions**", but the aim of the project is **NOT** to establish a detailed "**Functional Map**" for the **WHOLE** of the Outdoors, but **ONLY** for the animator's job. Indeed, Level 4 (Key Functions) and Level 5 (Performance Indicators) could be produced for "**Key Roles**" A1 to A11, B1 to B2, etc ....., right through to G1 to G11, exactly like in a family tree, where the descendance of 54 grand-parents could be presented through their respective children and then grand-children, but that would be a rather large family!

It can consequently be said that the "**Functional Map**" presented herein is that of "**The Outdoors**" for the first 3 levels, and that of the "**Outdoor Animator**" for the 2 last levels, so was the original plan.

