

# DIN CEN ISO/TS 17969:2015-11 (E)

**Petroleum, petrochemical and natural gas industries - Guidelines on competency for personnel (ISO/TS 17969:2015); English version CEN ISO/TS 17969:2015**

---

## Contents

Page

<b>Foreword</b> .....	<b>4</b>
<b>1 Scope</b> .....	<b>5</b>
<b>2 Terms and definitions</b> .....	<b>5</b>
<b>3 Competency management system</b> .....	<b>6</b>
3.1 General.....	6
3.2 Benefits of a CMS.....	6
3.3 Comparison of a CMS with an appraisal system.....	7
3.4 Creation of a CMS.....	7
3.4.1 CMS cycle.....	7
3.4.2 Phase 1 — Establish requirements for the CMS.....	9
3.4.3 Phase 2 — Design the CMS.....	10
3.4.4 Phase 3 — Implement the CMS.....	11
3.4.5 Phase 4 — Maintain and develop competence.....	11
3.4.6 Phase 5 — Verify, audit and review the CMS.....	13
<b>4 Application of CMS requirements to well operations personnel</b> .....	<b>14</b>
4.1 General.....	14
4.2 Recommended risk-based approach for well operations.....	15
4.3 Competency model.....	16
4.3.1 Well competency catalogue.....	16
4.3.2 Proficiency levels.....	17
4.3.3 Competency profile.....	19
4.4 Team competence.....	19
4.5 Leadership skills.....	19
4.6 Contract personnel.....	19
4.7 Roadmap to ensure competency.....	19
<b>5 Examples of competency profiles</b> .....	<b>21</b>
<b>Annex A (informative) Example competency assessment information</b> .....	<b>22</b>
<b>Annex B (informative) Example of competency profile for drilling supervisor</b> .....	<b>27</b>
<b>Annex C (informative) Example of competency profile for senior drilling engineer</b> .....	<b>28</b>
<b>Annex D (informative) Example of competency profile for well examiner</b> .....	<b>29</b>
<b>Annex E (informative) Example of competency profile for operations geologist</b> .....	<b>30</b>
<b>Bibliography</b> .....	<b>31</b>