

Guide on Understanding and Interpreting the LIFTED Competency Statements

LIFTED competency statements form part of the Skills Framework for Legal Services.

Training providers can align their training courses to the framework by comparing their course learning objectives to the knowledge and abilities statements at the relevant proficiency level. Legal professionals and law firms/legal departments can use these to understand the abilities and supporting knowledge needed to perform the competency to a specified proficiency level.

Each Technical Skill and Competency (TSC) in the Skills Framework for Legal Services which appears in LIFTED has the following structure.

Sets out the critical functional areas of the legal industry	Track	<i>Advisory and Advocacy</i>
	Sub-track	<i>Law Firm Practice</i>
Name of the Technical Skill & Competency	TSC	<i>Advocacy*</i>
Sets out an overall description of the Technical Skill and Competency	TSC Description	<i>Represent and defend the rights and interests of a client in dispute resolution</i>

There are generally 3 proficiency levels defined for each TSC: Basic, Intermediate, Advanced. Some TSCs may only have 2 levels. The Proficiency Level Description summarises what a legal professional is expected to perform for that level.

This refers to the knowledge required to support the abilities in each proficiency level.

Abilities are the skills that need to be demonstrated at each proficiency level. There is usually a performance expectation descriptor included.

From Basic to Intermediate to Advanced, there is a progression either in terms of complexity of subject matter dealt with or in the level of value creation signified by the action verbs used.

These ability statements reflect ways to demonstrate proficiency and are not meant to represent key tasks of the job roles.

Identifies the job role(s) that are expected to demonstrate the competencies at the respective proficiency level

TSC Proficiency Level	Basic	Intermediate	Advanced
TSC Proficiency Level Description	<i>Participate in the presentation and advocacy of a case in dispute resolution</i>	<i>Facilitate the presentation and advocacy of a case in dispute resolution</i>	<i>Lead and oversee the presentation and advocacy of a case in dispute resolution</i>
Knowledge	<ul style="list-style-type: none"> Relevant procedural rules (e.g., Rules of Court 2021, Court Practice Directions, and arbitration and mediation rules) ... 	<ul style="list-style-type: none"> Intermediate advocacy techniques (e.g., thinking on your feet and performing simple cross-examination) 	<ul style="list-style-type: none"> Advanced advocacy techniques (e.g., cross-examining different types of witnesses and responding to the court environment)
Abilities	<ul style="list-style-type: none"> Apply basic advocacy techniques appropriately Propose a logical case theory based on the facts of a case Implement dispute resolution procedures according to applicable procedural rules, and ethical and professional standards ... 	<ul style="list-style-type: none"> Apply intermediate advocacy techniques appropriately Develop and test that a case theory is effective and logical Oversee that dispute resolution procedures adhere to applicable procedural rules, and ethical and professional standards ... 	<ul style="list-style-type: none"> Apply advanced advocacy techniques appropriately and effectively Assess whether a case theory is effective and logical, and anticipate and respond to counter-arguments Ensure dispute resolution procedures for a complex case ...
Job Roles	<ul style="list-style-type: none"> Associate (Disputes) 	<ul style="list-style-type: none"> Associate (Disputes) Senior Associate (Disputes) 	<ul style="list-style-type: none"> Partner (Disputes)