

IADMS Recognized Professional Competency Portfolio Guidelines

IADMS Recognized Professional (IRP) Competency Guidelines

This document outlines the competencies required to achieve the status of an IADMS Recognized Professional (IRP). These competencies represent the minimum standards necessary to ensure safe, lawful, and effective professional practice. Individuals recognized by IADMS are expected to uphold these standards consistently within their country of practice.

There are multiple valid ways to demonstrate each competency, and the way you meet these standards may evolve over time in response to advancements in technology or changes in your professional approach. As an autonomous professional, you are responsible for making informed, well-reasoned decisions about your practice to maintain alignment with these standards. This includes actively seeking guidance from educational institutions, employers, colleagues, and other relevant sources to ensure that the wellbeing of those you serve remains the highest priority.

Professional Competency Portfolio

As part of the IRP application process, you must submit a Professional Competency Portfolio. This portfolio serves to illustrate how you meet the established criteria and apply your knowledge and training in practice. The portfolio must contain two key components:

1. **Background** – This section provides context to your resume/CV and links your experience to the specified competencies herein.
2. **Case Study** – A detailed example that clearly demonstrates your competencies in action, relevant to the accreditation you are pursuing.

The full portfolio should not exceed **3,000 words**.

Areas of Competency for IADMS Recognized Professional (IRP) Candidates

The following ten areas of competence represent the core criteria that all IADMS IRP candidates are expected to meet. To be eligible, you must provide clear evidence of your capabilities in each of these areas, as they reflect the foundational elements of safe, effective, and ethical professional practice within your field of expertise.

Use the competency charts provided in this guide to inform and support both your portfolio background and case study. Be sure to reference at least one objective achieved within each competency area. In both the background and the case study, explicitly identify which specific competency area each piece of evidence addresses; ie. 'I learned My clinical dissertation project included creating a 2-day continuing education course titled "Performance Enhancement & Resiliency in the Dancer" in conjunction with statistical analyses to assess participant learning (4.2,4.6,4.4).'

See full examples of the Professional Competency Portfolio for guidance.

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Ten Competencies

1. **Knowledge**
Demonstrate a comprehensive and detailed understanding of key concepts, principles, and practices relevant to your area of expertise.
2. **Technical Skills**
Show full understanding and effective application of techniques and tools appropriate to your professional domain.
3. **Application of Knowledge and Skills**
Provide evidence of how you apply your knowledge and technical skills within real-world or practice-based environments relevant to your field.
4. **Understanding and Use of Research**
Demonstrate how current research and best practice evidence inform and shape your professional decisions and approach.
5. **Self-Evaluation and Professional Development**
Show your ability to critically reflect on your practice, take responsibility for your actions, and engage in ongoing professional development.
6. **Communication**
Demonstrate effective communication skills—both written and oral—across a range of audiences, including colleagues, clients, and peers.
7. **Problem Solving and Impact**
Provide examples of how you identify and address challenges using evidence-based reasoning to achieve positive, timely outcomes.
8. **Management of Self, Others, and Practice**
Show an understanding of professional management responsibilities and demonstrate your ability to manage yourself, others, and your practice effectively.
9. **Understanding of the Delivery Environment**
Demonstrate awareness of, and integration into, the specific working environment relevant to your domain.
10. **Professional Relationships and Behaviors**
Uphold and model the highest standards of ethical conduct, professionalism, and collaborative working with clients and colleagues.

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1 –Knowledge Demonstrate a comprehensive and detailed understanding of key concepts, principles, and practices relevant to your area of expertise.		
	AREA OF COMPETENCE After participating in programs/studies relevant to my professional area, I am able to:	INDICATE SECTION COMPETENCE (✓)
1.1	Understand the key concepts of the bodies of knowledge which are relevant to my professional practice.	
1.2	Understand the structure and function of the human body relevant to my practice, and how it relates to health, disease, disorder, and dysfunctions.	
1.3	Apply theoretical concepts underpinning sport and exercise science delivery within my domain of expertise.	
1.4	Understand the theoretical basis of, and the variety of approaches to, assessment and intervention.	
1.5	Understand how exercise medicine and science affect and influence the structure and function of the human body.	
Examples of how this could be achieved:	<ul style="list-style-type: none"> Evidence of a recognized certificate, undergraduate, or postgraduate degree. 	

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2 – Technical Skills Show full understanding and effective application of techniques and tools appropriate to your professional domain.		
	AREA OF COMPETENCE After participating in programs/studies relevant to my professional area, I am able to:	INDICATE SECTION COMPETENCE (✓)
2.1	Gather appropriate information about said topic/patient care or access/research study by undertaking and/or arranging investigations as appropriate.	
2.2	Select, undertake, and record a thorough, sensitive, and detailed assessment, of said topic/patient care or access/research study by using appropriate techniques and equipment	
2.3	Analyze and critically evaluate the information of said topic/patient care or access/research collected.	
2.4	Demonstrate a level of skill in the use of information technology appropriate to my practice.	
2.5	Conduct appropriate diagnostic or monitoring procedures, treatment, therapy, or other actions safely and skilfully relevant to the domain of expertise.	
Examples of how this could be achieved:	<ul style="list-style-type: none"> • Evidence of a recognized certificate, undergraduate, or postgraduate degree. • Certification from relevant recognized training courses. • Case study/reflective accounts. • Completion of laboratory manual or similar. • Refereed publications. • Procedure case logs. 	

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3 – Application of Knowledge and Skills Provide evidence of how you apply your knowledge and technical skills within real-world or practice-based environments relevant to your field.		
	AREA OF COMPETENCE After participating in programs/studies relevant to my professional area, I am able to:	INDICATE SECTION COMPETENCE (✓)
3.1	Evaluate intervention plans using recognized outcome measures and revise the plans as necessary in conjunction with the service user.	
3.2	Exercise sound judgement in the absence of complete information and in complex or unpredictable situations.	
3.3	Scope, plan, and manage multifaceted projects.	
3.4	Set goals and construct tailored individual and group development programs.	
3.5	Understand and apply the key concepts which are relevant to safe and effective practice within my profession.	
3.6	Understand and apply the relevant theoretical concepts underpinning dance medicine and science within my domain of expertise.	
3.7	Use specialist experiential knowledge and broader understanding to optimize the application of existing and emerging science and technology.	
Examples of how this could be achieved:	<ul style="list-style-type: none"> • Case study (following IADMS guidelines). • Reflective accounts. • Research plan - ethics submission. • Teaching plan - curriculum development. 	

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4 – Understanding and Use of Research Demonstrate how current research and best practice evidence inform and shape your professional decisions and approach.		
	AREA OF COMPETENCE After participating in programs/studies relevant to my professional area, I am able to:	INDICATE SECTION COMPETENCE (✓)
4.1	Demonstrate critical evaluation of relevant information and concepts to propose solutions to problems.	
4.2	Recognize the value of research to the critical evaluation of practice.	
4.3	Engage in evidence-based practice, evaluate practice systematically, and participate in audit processes.	
4.4	Understand a range of research methodologies.	
4.5	Use appropriate skills to gather and interpret evidence in order to make reasoned judgements with respect to good practice in my area of expertise.	
4.6	<ul style="list-style-type: none"> Understand principles and applications of scientific inquiry, including the evaluation of effectiveness of practice and the research process. 	
Examples of how this could be achieved:	<ul style="list-style-type: none"> Evidence of a recognized certificate, undergraduate, or postgraduate degree. Certification from relevant recognized training courses. Research proposal. Literature review. Further research activity, including published refereed papers. Presentations at conferences and workshops. Case study and intervention. Review of how own research could impact on practice. Postgraduate dissertation / PhD. Critique of published research papers. 	

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5 – Self Evaluation and Professional Development

Show your ability to critically reflect on your practice, take responsibility for your actions, and engage in ongoing professional development.

	AREA OF COMPETENCE After participating in programs/studies relevant to my professional area, I am able to:	INDICATE SECTION COMPETENCE (✓)
5.1	Work autonomously and take responsibility for my work.	
5.2	Adapt my practice as a result of new and emerging ideas and information within my domain of expertise.	
5.3	Maintain an appropriate audit trail and work towards continual improvement.	
5.4	Understand the value of reflection on practice and evidence of engagement in the process.	
5.5	Take responsibility for continuous performance improvement both at a personal level and in a wider organizational context.	
5.6	Understand the principles of quality control and quality assurance.	
Examples of how this could be achieved:	<ul style="list-style-type: none"> • Documented evidence of attendance of the 3 IADMS conferences. • Documented evidence of other courses run or attended. • Case study examples showing how own practice has been adapted. • Evidence of adherence to IADMS Code of Conduct. • Reflective accounts corresponding to own practice and case study meetings. • Career development plan. • Attendance at other workshops. • Peer review. • Video evidence. • Testimonials. 	

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6 – Communication Demonstrate effective communication skills—both written and oral—across a range of audiences, including colleagues, clients, and peers.		
	AREA OF COMPETENCE After participating in programs/studies relevant to my professional area, I am able to:	INDICATE SECTION COMPETENCE (✓)
6.1	Demonstrate the ability to communicate effectively with specialist and non-specialist audiences.	
6.2	Select, move between, and use appropriate forms of verbal and non-verbal communication with service users and others.	
6.3	Understand the need to provide service users (or people acting on their behalf) with the information necessary to enable them to make informed decisions.	
6.4	Recognize the need to use interpersonal skills to encourage active participation of service users.	
6.5	Discuss and explain the rationale for the use of sport and exercise science interventions.	
6.6	Understand the characteristics and consequences of non-verbal communication and how this can be affected by culture, age, ethnicity, gender, religious beliefs, nationality, sexuality, and socio-economic status.	
Examples of how this could be achieved:	<div> <ul style="list-style-type: none"> • Documented evidence of presentation at 2 IADMS conferences. • Documented evidence of completion of an equality and diversity course. • Documented evidence of the presentation of information to different groups (peers, client groups etc) via different media (oral, written). • Delivery of a workshop. • Video of delivery/communication. </div> <div> <ul style="list-style-type: none"> • Documented examples of written material such as client reports, scientific material etc. • Case study examples where your communication skills have influenced the outcome. • Conferences, posters/presentations, scientific articles. • Lectures, curricula, and lecture notes. • Evaluation forms. • Peer and client review. • Role play. • Ability to translate and communicate scientific detail to the end user. • Marketing materials. • Assessment of learning styles. </div>	

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7 – Problem Solving and Impact Provide examples of how you identify and address challenges using evidence-based reasoning to achieve positive, timely outcomes.		
	AREA OF COMPETENCE After participating in programs/studies relevant to my professional area, I am able to:	INDICATE SECTION COMPETENCE (✓)
7.1	Demonstrate a logical and systematic approach to problem solving.	
7.2	Monitor and review the ongoing effectiveness of planned activity and modify it accordingly.	
7.3	Initiate a resolution of problems and exercise personal initiative.	
7.4	Apply problem solving and scientific reasoning to assessment findings, to plan and prioritize appropriate expertise-specific interventions.	
7.5	Recognize the value of case conferences and other methods of review.	
7.6	Make reasoned decisions to initiate, continue, modify, or cease treatment or the use of techniques or procedures and record the decisions and reasoning appropriately.	
Examples of how this could be achieved:	<ul style="list-style-type: none"> • Case study examples demonstrating the approach taken to solving problems. • Examples of reflective accounts on practice. • Needs analysis. • Refereed publications. • Presentations at conferences and workshops. • Formal evaluation of teaching. 	

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8 – Management of Self, Others, and Practice Show an understanding of professional management responsibilities and demonstrate your ability to manage yourself, others, and your practice effectively.		
	AREA OF COMPETENCE After participating in programs/studies relevant to my professional area, I am able to:	INDICATE SECTION COMPETENCE (✓)
8.1	Demonstrate the achievement of desired outcomes with the effective management of resources and risks.	
8.2	Demonstrate a commitment to professional development through continuing advancement of own knowledge, understanding, and competence.	
8.3	Maintain records appropriately.	
8.4	Contribute effectively to work undertaken as part of a multi-disciplinary team.	
8.5	Promote and implement robust policies and protocols relating to health, safety, and security.	
8.6	Promote and ensure compliance with all relevant regulatory requirements and quality standards.	
8.7	Demonstrate understanding and compliance with relevant codes of conduct.	
Examples of how this could be achieved:	<ul style="list-style-type: none"> Structured taught element of post graduate degree. Leading on projects. Risk assessment. Attendance at relevant workshops and training days. Documented situations which demonstrate appropriate understanding. Team boundaries. Appropriate CPD activities. 	

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9 – Understanding of the Delivery Environment Demonstrate awareness of, and integration into, the specific working environment relevant to your domain.		
	AREA OF COMPETENCE After participating in programs/studies relevant to my professional area, I am able to:	INDICATE SECTION COMPETENCE (✓)
9.1	Oversee the implementation of solutions with due regard to the wider environment and broader context within my professional practice.	
9.2	Demonstrate the ability to mediate, develop, and maintain positive working relationships in my professional practice.	
9.3	Understand the structure and function of relevant services in my location/country and current developments within which they operate; and be able to respond accordingly.	
9.4	Recognize that relationships with service users should be based on mutual respect and trust, and be able to maintain high standards of care, even in situations of personal incompatibility.	
9.5	Understand the requirement to adapt practice to meet the needs of different groups distinguished by, for example, physical, psychological, environmental, cultural, or socio-economic factors.	
9.6	Understand the need to agree on the goals, priorities, and methods of the proposed intervention in partnership with the service user.	
Examples of how this could be achieved:	<ul style="list-style-type: none"> • Feedback from clients. • Letter of support. • Voluntary work. • Case study which demonstrates understanding of and adaptation to the delivery environment. • Examples from own practice. 	

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10 – Professional Relationships and Behaviors Uphold and model the highest standards of ethical conduct, professionalism, and collaborative working with clients and colleagues.		
	AREA OF COMPETENCE After participating in programs/studies relevant to my professional area, I am able to:	INDICATE SECTION COMPETENCE (✓)
10.1	Practice within the legal and ethical boundaries of my profession.	
10.2	Practice in a non-discriminatory manner.	
10.3	Understand the importance of and maintain confidentiality in my professional practice.	
10.4	Understand the importance of and obtain consent in my professional practice.	
10.5	Exercise a professional duty of care and act in the best interest of the service users at all times.	
10.6	Demonstrate effective leadership through the ability to guide, influence, inspire, and empathize with others in my professional practice.	
10.7	Understand applicable health and safety legislation, and any relevant safety policies and procedures enforced in the workplace, such as incident reporting, and act in accordance with these.	
10.8	Know the limits of my practice and when to seek advice or refer to another professional.	
Examples of how this could be achieved:	<ul style="list-style-type: none"> • Relevant taught elements of postgraduate degree. • Examples of forms and records kept. • Attendance at appropriate training days. • Successful ethics submission. • Case study examples of good practice. • Consent forms. • Testimonials from service users. 	