

## Functional Map - Animal Technology

**Industry Key Purpose:** To Manage, maintain and support the care and welfare of animals to be used in scientific research and assist with authorised scientific procedures.

Key Area	Key Function	Function	Activity/NOS Title	NOS Code	SSC
<b>Manage the workforce and the organisation</b>	> <b>Staff management</b>	> <b>Manage work activities</b>	Allocate work to team members	CFAM&LDB2	Skills CFA
			Quality assure work in your team	CFAM&LDB3	Skills CFA
			Build teams	CFAM&LDB1	Skills CFA
			Lead your team	CFAM&LBA3	Skills CFA
			Induct individuals into their roles	CFAM&LDA3	Skills CFA
			Manage people's performance at work	CFAM&LDB4	Skills CFA
			Manage team communication	CFAM&LDB5	Skills CFA
		Provide leadership in your area of responsibility	CFAM&LBA2	Skills CFA	
		> <b>Manage workplace issues</b>	Promote staff wellbeing	CFAM&LDB9	Skills CFA
			Manage conflict in teams	CFAM&LDB8	Skills CFA
			Help individuals address problems affecting their performance	CFAM&LDC5	Skills CFA
			Initiate and follow disciplinary procedures	CFAM&LDA6	Skills CFA
			Initiate and follow grievance procedures	CFAM&LDA7	Skills CFA
		> <b>Maintain the workforce</b>	Recruit, select and retain people	CFAM&LDA2	Skills CFA
			Plan the workforce	CFAM&LDA1	Skills CFA
	Manage redundancies		CFAM&LDA5	Skills CFA	
	Manage the redeployment of people		CFAM&LDA4	Skills CFA	
	> <b>Develop staff</b>	Identify individuals' learning needs and styles	CFAM&LDC1	Skills CFA	
		Support individuals' learning and development	CFAM&LDC2	Skills CFA	
	> <b>Business strategy, policy and planning</b>	> <b>Manage business planning</b>	Develop operational plans	CFAM&LBA9	Skills CFA
			Implement and evaluate strategic business plans	CFAM&LFA1	Skills CFA
		> <b>Manage the business</b>	Implement operational plans	CFAM&LFA2	Skills CFA
			Manage business processes	CFAM&LFA3	Skills CFA
		> <b>Manage risks</b>	Manage risks to your organisation	CFAM&LBB1	Skills CFA
		> <b>Comply with legislation and other requirements</b>	Ensure compliance with legal, regulatory, ethical and social	CFAM&LBB4	Skills CFA
			Promote equality of opportunity diversity and inclusion	CFAM&LBA7	Skills CFA
			Maintain animal welfare, ethics and personal responsibilities in animal technology	LANAT34	Lantra
	> <b>Products and services</b>	> <b>Provide products and services</b>	Manage the development of products and services	CFAM&LFB4	Skills CFA
			Deliver products and services to customers	CFAM&LFD2	Skills CFA
	> <b>Resources</b>	> <b>Manage resources</b>	Maintain stocks of resources, equipment and consumables in a Home Office designated establishment	LANAT18	Lantra
			Obtain physical resources	CFAM&LEB2	Skills CFA
			Manage physical resources	CFAM&LEB3	Skills CFA
			Decide whether to produce or buy in products and/or services	CFAM&LED1	Skills CFA
Procure products and/or services			CFAM&LED2	Skills CFA	
Select suppliers through a tendering process			CFAM&LED3	Skills CFA	
Outsource business processes			CFAM&LED4	Skills CFA	
Transport physical resources within the work area			LANCS6	Lantra	
				Optimise effective use of technology	CFAM&LEB5
> <b>Business technology</b>	> <b>Manage the use of technology</b>				

	> <b>Finance</b>	> <b>Obtain finance</b>	> Identify and justify requirements for financial resources	CFAM&LAE1	Skills CFA	
			> Obtain financial resources	CFAM&LAE2	Skills CFA	
		> <b>Manage cash flow</b>	> Manage the use of financial resources	CFAM&LAE3	Skills CFA	
			> Manage budgets	CFAM&LAE4	Skills CFA	
		> <b>Business improvement</b>	> <b>Manage change</b>	> Plan change	CFAM&LCA2	Skills CFA
				> Engage people in change	CFAM&LCA3	Skills CFA
	> Implement change			CFAM&LCA4	Skills CFA	
	> Evaluate change			CFAM&LCA5	Skills CFA	
	> <b>Manage innovation and improvement</b>		> Identify and evaluate opportunities for innovation and improvement	CFAM&LCA1	Skills CFA	
	> <b>Quality control</b>	> <b>Manage quality systems</b>	> Manage quality assurance systems	CFAM&LFE1	Skills CFA	
			> Prepare for and participate in quality audits	CFAM&LFE3	Skills CFA	
			> Carry out quality audits	CFAM&LFE4	Skills CFA	
			> Manage quality audits	CFAM&LFE2	Skills CFA	
	> <b>Projects and events</b>	> <b>Manage projects</b>	> Manage programmes	CFAM&LFA4	Skills CFA	
			> Manage projects	CFAM&LFA5	Skills CFA	
	> <b>Information and communication</b>	> <b>Share information</b>	> Develop knowledge and make it available	CFAM&LEC3	Skills CFA	
			> Communicate information and knowledge	CFAM&LEC4	Skills CFA	
		> <b>Store information</b>	> Promote knowledge management and sharing	CFAM&LEC1	Skills CFA	
	> <b>Maintain health, safety, security and environment</b>	> <b>Environmental good practice and sustainability</b>	> Manage information, knowledge and communications systems	CFAM&LEC2	Skills CFA	
			> Maintain and store records within the workplace	LANCS5	Lantra	
> <b>Promote environmental good practice</b>		> Manage the environmental and social impacts of your work	CFAM&LEB4	Skills CFA		
		> Develop an awareness of environmental good practice	LANEM15	Lantra		
		> <b>Maintain health, safety and security</b>	> Provide healthy, safe, secure and productive working environmental and practices	CFAM&LEB1	Skills CFA	
> <b>Health, safety and security</b>		> Monitor and maintain health, safety and security	LANCS2	Lantra		
		> Promote, monitor and maintain health, safety and security	LANCS3	Lantra		
		> <b>Deal with incidents and emergencies</b>	> Manage incidents and emergencies in the land-based sector	LANCS10	Lantra	
> <b>Hygiene and bio-security</b>		> <b>Manage hygiene and bio-security</b>	> Respond to incidents in the land-based sector	LANCS11	Lantra	
			> Maintain bio-security procedures and infection controls in a Home Office designated establishment	LANAT32	Lantra	
	> Plan, manage and evaluate hygiene and bio-security when working with animals		LANAnC44	Lantra		
> <b>Personal development</b>	> <b>Improve your own skills and knowledge</b>	> Implement and monitor bio-security procedures and infection controls in a Home Office designated establishment	LANAT33	Lantra		
		> Develop your knowledge, skills and competence	CFAM&LAA2	Skills CFA		
		> Accept instructions to manage and improve own performance in a business environment	CFABAA624	Skills CFA		
		> Agree how to manage and improve own performance in a business environment	CFABAA625	Skills CFA		
		> Plan how to manage and improve own performance in a business environment	CFABAA626	Skills CFA		
		> Develop and maintain your professional networks	CFAM&LAA3	Skills CFA		

<b>Manage personal skills and development</b>	<b>Personal skills</b>	<b>Maintain and use personal skills</b>	Use information to take effective decisions	CFAM&LEC5	Skills CFA
			Manage yourself	CFAM&LAA1	Skills CFA
			Communicate in a business environment	CFAA211	Skills CFA
			Deliver a presentation	CFABAA623	Skills CFA
			Use IT to support own role	CFAA231	Skills CFA
	<b>Working relationships</b>	<b>Maintain productive working relationships</b>	Establish and maintain working relationships with others	LANCS4	Lantra
			Develop and sustain productive working relationships with colleagues	CFAM&LDD1	Skills CFA
			Develop and sustain productive working relationships with other departments	CFAM&LDD3	Skills CFA
			Develop and sustain productive working relationships with stakeholders	CFAM&LDD2	Skills CFA
			Develop and sustain productive working relationships with other organisations	CFAM&LDD4	Skills CFA
Manage conflict in the broader work environment			CFAM&LDD5	Skills CFA	
Represent your area of responsibility in meetings			CFAM&LDD7	Skills CFA	
Lead meetings to achieve specific objectives			CFAM&LDD6	Skills CFA	
<b>Provide goods and services to customers</b>	<b>Customer relations</b>	<b>Maintain effective customer relations</b>	Develop a customer-focused organisation	CFAM&LFD1	Skills CFA
			Manage customer service	CFAM&LFD3	Skills CFA
<b>Maintain, repair and use equipment and</b>	<b>Equipment and machinery</b>	<b>Maintain equipment ready for use</b>	Clean and maintain work equipment	LANCS72	Lantra
			Carry out, record and report calibration of equipment	LANAT37	Lantra
	<b>Care of laboratory animals</b>	<b>Maintain animal accommodation</b>	Prepare accommodation for animals in a Home Office designated establishment	LANAT1	Lantra
			Maintain and monitor animal accommodation in a Home Office designated establishment	LANAT2	Lantra
			Protect the integrity of barrier maintained animal accommodation in a Home Office designated establishment	LANAT3	Lantra
			Clean the animal related work environment	LANAnC6	Lantra
			Plan and monitor animal accommodation	LANAnC45	Lantra
		<b>Manage animal diet, nutrition and feeding regimes</b>	Provide feed and water to animals	LANAnC14	Lantra
			Plan and monitor animal diet and nutrition	LANAnC46	Lantra
		<b>Manage the movement and transportation of animals</b>	Process delivery requests for animals in a Home Office designated establishment	LANAT11	Lantra
			Dispatch animals to customers in a Home Office designated establishment	LANAT12	Lantra
			Select and move animals from one location to another	LANCS63	Lantra
			Handle and restrain animals	LANAnC15	Lantra
		<b>Maintain animal health and welfare</b>	Promote and maintain the health and welfare of animals in a Home Office designated establishment	LANAT25	Lantra
			Deliver basic treatments to animals in a Home Office designated establishment	LANAT27	Lantra
			Administer basic nursing care to animals in a Home Office designated establishment	LANAT16	Lantra
			Determine policies for the management of animals	LANAnC68	Lantra
			Monitor and evaluate policies for the management of animals	LANAnC69	Lantra

**Manage animal technology activities**

	>	<b>Monitor animal behaviour</b>	>	Observe and monitor animal behaviour in a Home Office designated establishment	LANAT30	Lantra
	>	<b>Provide exercise and training</b>	>	Provide exercise opportunities for animals	LANAnC18	Lantra
				Implement training programmes for animals	LANAnC52	Lantra
			>	Carry out animal socialisation and training in a Home Office designated establishment	LANAT29	Lantra
				Provide environmental enrichment for animals in a Home Office designated establishment	LANAT36	Lantra
	>	<b>Manage the use of fish in animal technology</b>	>	Monitor and maintain the health and welfare of zebra fish in a Home Office designated establishment	LANAT35	Lantra
>		<b>Research activities</b>	>	<b>Carry out research in your area of work</b>		
			>	Research and analyse information to achieve objectives	CCSCHA2	CCS
				Prepare environments for scientific procedures in a Home Office	LANAT4	Lantra
				Prepare animals and equipment for general procedures in a Home Office designated environment	LANAT6	Lantra
			>	<b>Prepare for scientific procedures</b>		
				Prepare anaesthetic equipment and materials to anaesthetise animals in a Home Office designated establishment	LANAT21	Lantra
				Prepare animals for anaesthesia in a Home Office designated establishment	LANAT22	Lantra
				Prepare for regulated surgical procedures on animals in a Home Office designated establishment	LANAT14	Lantra
			>	<b>Support scientific procedures</b>		
				Induce and monitor anaesthesia for animals in a Home Office designated establishment	LANAT23	Lantra
				Support others in the conduct of general procedures in a Home Office designated establishment	LANAT7	Lantra
				Administer substances to animals in a Home Office designated establishment	LANAT19	Lantra
				Collect samples from animals in a Home office designated establishment	LANAT20	Lantra
>		<b>Scientific procedures</b>	>	<b>Carry out scientific procedures</b>		
				Conduct regulated surgical procedures on animals in a Home Office designated establishment	LANAT15	Lantra
				Carry out euthanasia on animals in a Home Office designated establishment	LANAT13	Lantra
			>	<b>Care for animals after scientific procedures</b>		
				Recover animals from anaesthesia in a Home Office designated establishment	LANAT24	Lantra
				Restore environments following scientific procedures in a Home Office designated establishment	LANAT5	Lantra
				Administer perioperative care to animals in a Home Office designated establishment	LANAT17	Lantra
>		<b>Maintenance of the work environment</b>	>	<b>Maintain the laboratory</b>		
				Perform basic laboratory activities in a Home Office designated establishment	LANAT26	Lantra
				Facilitate mating of animals in a Home Office designated establishment	LANAT8	Lantra
				Care for animals during gestation and parturition in a Home Office designated establishment	LANAT9	Lantra
			>	<b>Maintain breeding regimes</b>		

	> <b>Breeding of laboratory animals</b>	< <b>Maintain breeding regimes</b>	<	Care for mothers and young animals in a Home Office designated establishment	LANAT10	Lantra
				Implement and maintain an animal breeding programme	LANCU36	Lantra
				Plan, manage and evaluate animal breeding programmes	LANCS67	Lantra
		> <b>Produce GA animals</b>	>	Support the production of Genetically Altered (GA) animals in a Home Office designated establishment	LANAT28	Lantra
				Produce and maintain Genetically Altered (GA) animals in a Home Office designated establishment	LANAT31	Lantra
<b>Provide education and training</b>	> <b>Coaching and mentoring</b>	> <b>Provide coaching or mentoring</b>	>	Mentor individuals	CFAM&LDC3	Skills CFA
				Coach individuals	CFAM&LDC4	Skills CFA
	> <b>Learning and development</b>	> <b>Prepare and deliver training</b>	>	Plan and prepare learning and development programmes	LSILADD03	LSIS