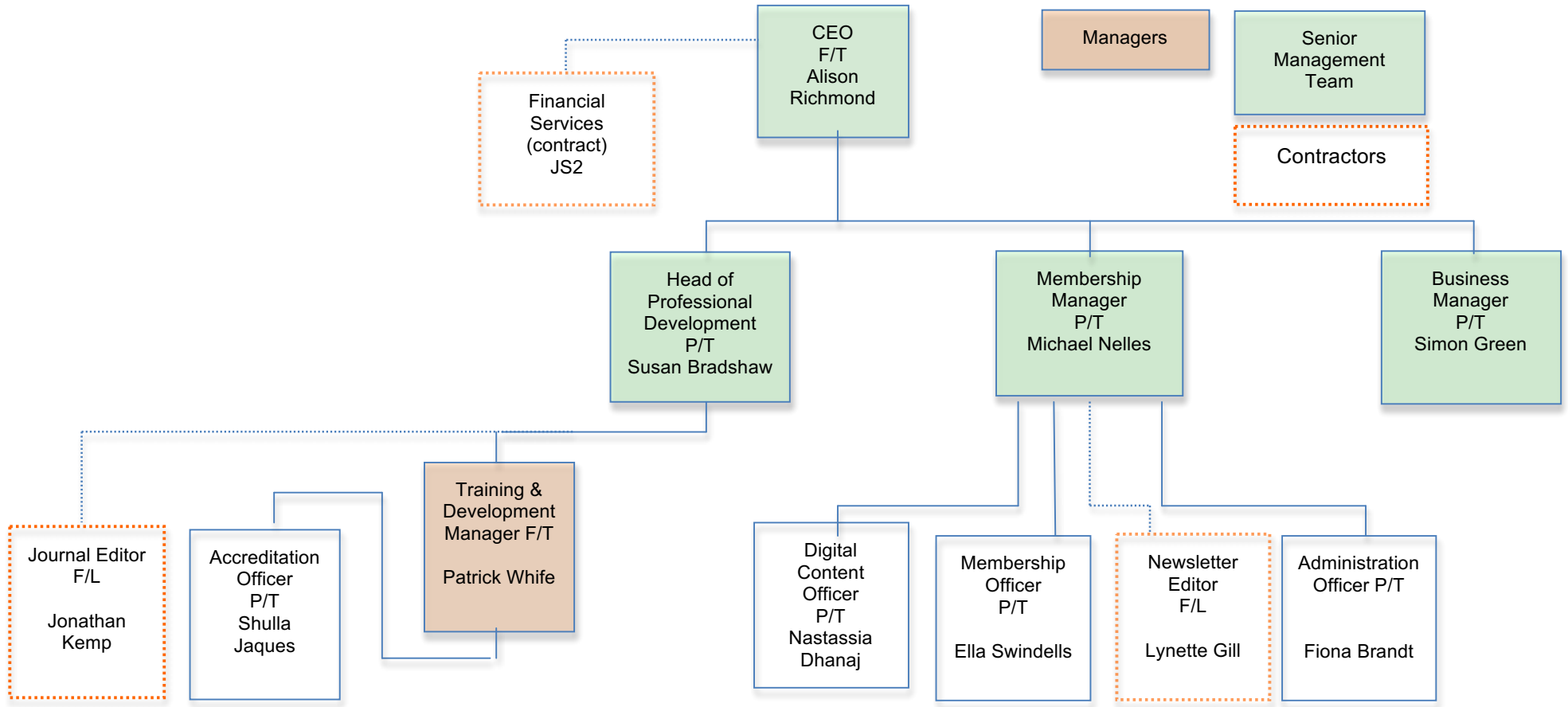


Icon Staffing Structure February 2016



Delivery of accreditation
PACR; Icon Internship Programme IIP;
Conservation Technician Qualification CTQ

PACR;
Professional standards;
Work-based training;
Continuing Professional Development;
National Conservation Education & Skills Strategy

Membership services and communications;
membership promotion and recruitment;
Conservation Register

Finance;
business planning;
contracts for services;
charity compliance;
Company Secretary
IT and office management;
Deputises for CEO