APPRAISER

Essential Competencies

ENTRY LEVEL

Description: These competencies identify the Knowledge, Skills and Abilities required to independently perform complete appraisals on less complex properties and assist in the preparation of more complex appraisals with close supervision. Work is reviewed for completeness and proper application of principles and techniques.

I. APPRAISAL PREPARATION

A. Appraisal Standards and Guidelines

2. Basic knowledge of Uniform Standards of Professional Appraisal Practice.

B. Analysis of Appraisal Problem

1. Ability to analyze solutions for less complex low value appraisal problems.

C. Analysis of Highest and Best Use

1. Ability to analyze highest and best use involving vacant land or single family residential properties.

D. Appraisal Approaches

1. Able to apply Direct Sales Comparison approach in preparing appraisal reports.

E. Appraisal Techniques

1. Ability to make basic adjustments to comparable sales in a grid format.

F. Correlation and Final Value Conclusion

1. Reach supportable value conclusions based on Direct Sales Approach.
KNOWLEDGE, SKILLS AND ABILITIES

1. Basic knowledge of appraisal principles, methods, practices and techniques.
2. Basic knowledge of NPS Land Acquisition Procedures.
3. Basic knowledge of NPS mapping standards and preparation of legal descriptions.
4. Basic knowledge of Federal and State real estate law.
5. Ability to research public records to collect sales information.
6. Basic knowledge of surveying principles and procedures.

DEVELOPMENTAL LEVEL

Description: These competencies identify the Knowledge, Skills, and Abilities required to independently prepare complex appraisals and basic appraisal reviews with little or no supervision. Also to provide appraisal assistance to other NPS divisions involving routine appraisal problems.

I. APPRAISAL PREPARATION

A. Appraisal Standards and Guidelines

2. Working knowledge of Uniform Standards of Professional Appraisal Practice.

B. Analysis of Appraisal Problem

1. Ability to analyze solutions for complex, higher value appraisal problems involving multiple uses.

C. Analysis of Highest and Best Use

1. Ability to analyze highest and best use on improved or unique properties.

D. Appraisal Approaches

1. Ability to apply the Direct Sales, Cost and Income Approach in preparing appraisal reports.
E. Appraisal Techniques

1. Ability to perform a complete before and after analysis on a partial acquisition.

F. Correlation and Final Value Conclusion

1. Reach supportable value conclusions based on a narrow range indicated by the three approaches to value.

II. APPRAISAL PREPARATION FOR OTHER DIVISIONS

A. Knowledge of collateral valuation responsibilities for other NPS divisions

1. Ability to provide Legislative Land Cost Estimates for boundary realignments.
2. Ability to provide valuations for small Special Use Permits and Rights-of-Ways.
3. Ability to provide valuations for the Historic Leasing Program involving projects with small restoration costs.
4. Ability to provide valuations for the Concessions Program involving small contracts.
5. Ability to provide miscellaneous valuations for any NPS program.

III. APPRAISAL REVIEW

A. Contracting for Procurement of Appraisal Services

1. Ability to prepare, interpret and apply contract specifications for appraisal purposes.

B. Review of Appraisal Reports

1. Ability to assure that simple appraisals are in compliance with contract requirements and adherence to federal appraisal standards. Reviews simple appraisals, for higher level approval, to assure soundness of all value conclusions and documentation.
KNOWLEDGE, SKILLS AND ABILITIES

All Knowledge, Skills and Abilities at the Entry Level except that at this level, the appraiser should have working knowledge of appraisal principles, methods, practices and techniques.

Knowledge of interdisciplinary relationships between Land Resources and other NPS divisions.

Knowledge of COTR responsibilities and appraisal contract requirements.

FULL PERFORMANCE LEVEL

Description: These competencies identify the Knowledge, Skills and Abilities required to independently prepare difficult appraisals and reviews demanding considerable judgement and originality without supervision. Also to provide independent appraisal assistance to other NPS divisions involving unique and unusual appraisal problems requiring innovative approaches and techniques.

I. APPRAISAL PREPARATION

A. Appraisal Standards and Guidelines

2. Advanced knowledge of Uniform Standards of Professional Appraisal Practice.

B. Analysis of Appraisal Problem

1. Ability to analyze solutions to difficult appraisal problems which may involve application of innovative approaches and techniques for specific situations.

C. Analysis of Highest and Best Use

1. Ability to analyze highest and best use on a diverse range of properties from agricultural to industrial.
D. Appraisal Approaches

1. Ability to apply the Direct Sales, Cost Approach, Income Approach and Development Approach in preparing difficult appraisal reports.

E. Appraisal Techniques

1. Ability to apply all applicable techniques, such as discounted cash flow and multiple regression analysis.
2. Ability to appraise partial interests, such as easements or leaseholds.

F. Correlation and Final Value Conclusion

1. Ability to reach a supportable value correlation based on different conclusions, using three different approaches to value.

II. APPRAISAL PREPARATION FOR OTHER DIVISIONS

A. Knowledge of collateral valuation responsibilities for other NPS divisions

1. Ability to provide legislative Land Cost Estimates for new NPS units.
2. Ability to provide valuations for Special Use Permits and Rights-of-Ways involving large areas and high values.
3. Ability to provide valuations for the Historic Leasing Program involving projects with high restoration costs.
4. Ability to provide valuations for the Concessions Program involving high value contracts.
5. Ability to provide miscellaneous valuations for any NPS programs.

III. APPRAISAL REVIEW

A. Contracting for Procurement of Appraisal Services

1. Ability to prepare, interpret and apply contract specifications for appraisal purposes.
B. Review of Appraisal Reports

1. Ability to assure that complex appraisals are in compliance with contract requirements and adherence to federal appraisal standards. Assures soundness of all value conclusions and documentation. Approves all appraisals to establish just compensation.

**KNOWLEDGE, SKILLS AND ABILITIES**

All Knowledge, Skills and Abilities at the Entry and Developmental Levels Plus:

Ability to lead and instruct subordinates in the performance of appraisal tasks and completion of appraisal projects.

Ability to use sound judgement when situations arise that are not covered by existing procedures to resolve problems.