

Archetypical collection of competences

Belonging to the Charter for Advisors and Consultants in Biodynamic Agriculture:

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INTRODUCTION

The collection of competencies that you will find in this document seek to portray an image of an archetypical advisor, not to be read as requirements but developed to inspire individual paths of personal development. This archetypical profile recognises that each advisor will develop their skills throughout their biography, driven by the challenges and learnings of the advisory work, and in accordance with their own individuality. This profile aims to inspire a conscious quest to develop those skills that will enable the advisor to foster the unfolding potential of each farm organism in the best possible way. This archetypical profile represents a path not an end. A path that is unique to each advisor.

COMPETENCIES

Competencies in Personal and Internal work

The advisor is able to:

- Respect and revere the “advisory” process.
- Embrace and be open to a process of continuous learning.
- Internalise fundamental aspects of anthroposophy (vision of the human being, nature, social aspects, etc.).
- Regularly self-reflect on the diverse personal and social processes associated with the role of advisor.
- Approach the diagnosis and understanding of the agricultural organism and its environment by consciously privileging his or her perceptive capacities.
- Approach the reality of each farming organisation with humility and respect, and to empathise with the visions and realities of each farmer.
- Approach the farm organism from an understanding of their biographical stages in order to accompany its development in the most appropriate way.
- Connect with the biographies and temperaments of those working on the farm, in order to understand their needs and develop appropriate communication strategies for each individuality.

Competencies in Documentation and Certification

The advisor is able to:

- Understand the origins and principles of the regulations and be able to explain the standards in a language that is clear for all.
- Assess the rigour of regulations according to the local reality of each farm and know how and when to apply for exceptions if necessary.
- Keep up to date with changes to the International Demeter standards.
- Familiarise his or herself with the broader organic certification standards relevant to the trading markets.
- Accompany and guide a conversion process from beginning to end.

- Know and be able to explain in detail the requirements and stages of the conversion plan.
- Carry out a comprehensive diagnosis of the farm organism (maintaining a global vision of the farm while still being able to observe and understand crucial details).
- Elaborate together with the farmer the stages of the conversion process in an accessible language.
- Systematically and clearly document process and agreements

Competencies in Pedagogy and Social Processes

The advisor is able to:

- Ensure the integral development of each farmer and their social environment.
- Recognize and respect the socio-cultural reality of the farm.
- Promote and strengthen teamwork between farm team and the advisors.
- Work with integral, participatory and inclusive methodologies to transmit experiences through doing, feeling and thinking.
- Accompany and guide a young advisor in his or her training.
- Explain the fundamentals of biodynamics in a language adapted to local realities so that it can be understood by all.
- Accompany and encourage the farmer/responsible person to forge a path of self-reflection, self-learning and self-management freely and autonomously in biodynamics.
- Generate spaces in which all people are considered, and where their questions can surge and opinions are listened to with respect and interest.
- Communicate and/or address situations, critical points, disagreements, etc. respectfully and without judgement.
- Involve as many people as possible of those who work and/or live on the farm in the work through experiential/practical learning-by-doing.
- Develop skills and knowledge to be able to work on artistic aspects with the community (social eurythmy, Goetheanistic observation, etc.).
- Maintain an open dialogue with other farmers and/or advisors in order to integrate and exchange experiences and knowledge from biodynamics.
- Integrate other perspectives and knowledge that can benefit the well-being of the agricultural organism, such as agroecology, permaculture, etc.

Competencies in Agronomy and Veterinary Sciences

In Integrated Management of the farm organism, the advisors is able to:

- Promote integrated management practices that seek, above all, to promote the quality and vitality of biodynamic products, the ultimate goal of biodynamic agriculture.
- Accompany and motivate farmers so that they can make autonomous and reflective decisions in agronomic and veterinary matters according to local realities in the pursuit of strengthening wellbeing and productivity of the agricultural individuality.
- Understand holistically the processes involved in the generation of living soils, the development of healthy crops, the production of vital foods and the raising of healthy animals, and being able to explain these processes in accessible language.
- Raise the farmer's awareness of the importance of integrating and diversifying the organs of agricultural individuality at all levels (crop biodiversity, biologically diverse soils, presence of wild areas, animal integration, etc.).
- Suggest management practices appropriate to the local situation related to soil fertility, plant health, livestock welfare and food quality.

In Soil and Fertilisation Matters, the advisor is able to:

- Suggest various agricultural and cultural practices that contribute to preserving and generating fertile and healthy soils.
- Speak knowledgeably about the importance of enlivening soils through different management practices.
- Advise on the production and usage of higher-quality compost as a basis for soil fertility.

In Crop Matters, the advisor is able to:

- Recommend management practices, appropriate to local conditions, that better strengthen plant health, productivity and quality.
- Accompany a transition process from a monoculture system to an integrated and biodiverse system.

In Animal Matters, the advisor is able to:

- Transmit an integral vision of the animal being and its connection with the human being.
- Transmit the importance of integrating the animal being into the farm organism.
- Accompany the farmer on a path of understanding, connection and awareness towards the animal being.
- Raise awareness of the importance of attracting and incorporating diverse wild animals and insects into the agricultural organism.
- Raise awareness of the importance of the bee being in the agricultural organism.
- Convey the importance of incorporating integral care and management practices that prioritize animal welfare (e.g., homeopathic management, etc.).
- Accompany the farmer in a process of cultural transition regarding animal integration, handling, and ethic treatment.

Competencies in Biodynamic Preparations

The advisor is able to:

- Convey a picture of how biodynamic preparations work across the entire agricultural organisms, generating awareness of the forces contained beyond substance.
- Accompany and motivate the farmer on an experiential path of knowledge and self-learning in the work of the preparations in the pursuit of strengthening the agricultural individuality.
- Internalize the practical work of the preparations in order to be able to pass it on in its entirety (all stages of making, dynamization, applying, storing).
- Develop, together with the farmer, a plan for the application of preparations adapted to the reality of each locality.
- Be open to, and to inspire in others, new visions and practices in biodynamic preparations on a global level.

Competencies in Global issues

The advisor is able to:

- Raise awareness among farmers about the social, environmental and economic benefits and impacts of where and how they sell their products.

- Awaken farmers' interest in marketing their products in a fairer, more conscious and sustainable way.
- Discuss with farmers the implications of certification in terms of market expectations, entrepreneurship and business relationships.
- Discuss with consumers the qualities, benefits and positive impacts of consuming products of biodynamic quality (Demeter).
- Support the construction of networks of knowledge exchange between producers and advisors at a global level.
- Keep updated on global issues that affect the welfare of the agricultural organism.
- Be consistent and aligned with the global spirit of the Demeter farming network.