HM Government

T-LEVELS

T Level Technical Qualification in Animal Care and Management

Animal Management and Behaviour Occupational Specialism

Research Project Guide Standard Exemplification Material Threshold Competence

City & Guilds

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Introduction

The sample evidence within this document refer to the Animal Management and Behaviour Occupational Specialism research project. The aim of these materials is to provide centres with examples of knowledge, skills and understanding that attest to a threshold competence (pass) grade. The evidence presented here has been developed to reflect a threshold competence grade within each task but is not necessarily intended to reflect the work of a single candidate. It is important to note that in live assessments a candidate's performance is very likely to exhibit a spikey profile and the standard of performance will vary across tasks. The Guide Standard Exemplification Material (GSEM) illustrates linear performance across all pieces of evidence at the grade. A threshold competence grade will be based on a synoptic mark across all tasks.

The evidence in this GSEM is separated into the sections as described below. Evidence is presented against tasks from the research project. Assessors using the GSEM may find it helpful to review this document along with the sample assessment materials (SAMs).

Task

This section details the evidence to be submitted for marking and any additional evidence required including any photo/video evidence. Also referenced in this section are the performance outcomes and the evidence will be marked against these when completing the tasks within it. In addition, evidence that has been included or not been included in this GSEM has been identified within this section.

In this GSEM there is evidence from:

- Task 1
- Task 2
- Task 3

Evidence

This section includes exemplars of evidence, photo/video recordings of the evidence in production (or completed). This will be exemplar evidence that was captured as part of the assessment and then externally marked by the assessor.

Word counts

Typical word counts/page lengths, as indicated in the SAMs, are used as approximates for guidance to support the production of sufficient evidence. The marking will relate to the quality of the evidence produced and not whether the word count/page length has been met and candidates may be under or over the word count without affecting their grade.

Commentary

This section includes detailed comments to demonstrate how the evidence attests to the standard of threshold competence.

It is important to note that the commentary section is not part of the evidence or assessment but are evaluative statements on how and why that piece of evidence meets a particular standard.

Grade descriptors

To achieve a pass (threshold competence), a candidate will typically be able to:

Demonstrate an adequate level of performance that meets the minimum industry requirements to be able to enter the animal management and behaviour industry to begin work in the occupational area.

Demonstrate basic technical skills and techniques to optimise animal health and welfare. Safely carry out routine health assessments and husbandry activities to an adequate quality standard within time constraints.

Demonstrate a satisfactory understanding of human-animal interaction, applying safe and welfare orientated techniques when handling, restraining and moving animals, adapting them when necessary.

Interpret technical information to be able to plan and prepare equipment and work areas, assess risk, and follow safe working methods appropriately when applying practical skills to a sufficient standard and within relevant legislation and regulations.

Produce basic plans for the care and monitoring of animals, including relevant documentation such as health assessment records, husbandry plans and behavioural observation records.

Demonstrate adequate understanding of the factors that contribute to animals' natural environment, applying basic technical skills to optimise the animals' environment and health and welfare needs.

Demonstrate adequate understanding of animals' natural behaviour and positive reinforcers, applying basic technical skills when carrying out behavioural observations and training activities.

Carry out adequate planning and research to promote animal welfare in conservation, including assessing sources of information for validity and reliability.

Carry out basic analysis and evaluation of research to enable presentation of results to targeted audiences.

Mostly use technical terminology accurately in plans, reports and documentation.

Task 1 Planning and researching

Evidence contributes to the following:

Performance outcome(s)
PO4 Provide information researched on an animal to promote animal welfare and conservation.

Evidence	Candidate producing	Assessor producing	Included in this GSEM
Task 1a - Research proposal	√		√
Task 1b - 1b Research action plan	√		√

Task 1a) Research proposal

Candidate evidence – research proposal

Aims and objectives of the research:

Guilds Zoo is a collection which holds Sumatran Tigers. As part of their commitment to conservation, they are planning to support a Sumatran Tiger conservation project.

To recommend an appropriate project, which will support the conservation of the Sumatran Tiger. It is important to evaluate the effectiveness of the conservation projects researched.

This will include:

- researching the two projects that have made a direct impact on the conservation of the species, working with legislation and frameworks and understanding what problems they have faced and how successful their methods and technologies have been, in meeting their roles
- consideration of the natural history of the Sumatran Tiger and the potential threats that they face in the wild. Analysing their ecology, habitat and behaviour to have full understanding of the conservation status of the Tiger and what factors have influenced their population growth or decline over the last 24 years
- it is also important to consider cultural factors alongside the Tiger conservation project, with research into how the conservation organisation engage with local communities.

Sources of information:

I plan to carry out research using published reports from conservation organisations focused on Sumatran Tiger conservation.

There will also be numerous research papers from field studies, which will have been peer assessed, as well as population surveys and habitat assessments, to provide background information on the ecology, behaviour and habitat use of the Sumatran Tiger.

I will use government reports, particularly those related to international wildlife regulations and legislation, which will provide information about potential support provided for the project and problems the projects face.

Techniques to analyse and interpret information:

To analyse and interpret information as part of my research project in the conservation needs and status of the Sumatran Tiger, I will look at different types of data and information from different sources which contain accurate and reliable information. I will use charts, graphs and diagrams to show this visually.

Commentary

The candidate has produced an adequate research proposal to investigate, analyse and compare Sumatran Tiger conservation projects to prioritise support. The aims and objectives have adequate detail based on the task requirements, which include researching the natural history of the Sumatran Tiger, the threats and legislation. The candidate could have separated the aims and objectives as this would have demonstrated their understanding of the difference between the two. The candidate could have provided further detail on the information required for the organisations involved in the conservation of the Sumatran Tiger and their mission, goals and conservation activities to determine their effectiveness.

The candidate considered a range of sources to gather information for their research which are reliable and credible, including published reports, peer assessed research papers and government reports, demonstrating an some assessment of source validity. Next time, the candidate could have provided specific detail about the suitability of the sources for information, for example, using national and international zoological collections websites and reports to research the key organisations involved in Sumatran Tiger *in situ* conservation. By identifying the suitability of the sources, the candidate could have demonstrated their knowledge of the reliability, validity, credibility and accuracy of the information.

The candidate has given some consideration of the techniques needed to collect and analyse the information and data showing adequate consideration of planning and research, but this is lacking depth and detail. The candidate could have expanded the techniques they may use to analyse and interpret information and data, for example, gathering and comparing data, graphs and diagrams for data visualisation and organising data into usable formats, with the use of charts and graphs to support a more detailed analysis.

Task 1b) Research action plan

Candidate evidence - research action plan template (Figure 1)

Candidate name	Candidate number
Sample candidate	CG12345
Centre name	**Centre number**
Sample centre	12345

Topics to be researched	Sources of Information	Search criteria	Timelines
Natural history of the Sumatran Tiger.	Books, websites.	Diet. Ecology. Habitat. Location. Adaptations. Behaviour.	60mins
Threats to the Sumatran Tiger and conservation status.	Published reports from conservation organisations.	Man made threats. Natural threats.	30mins
Conservation Status and population.	Published reports from conservation organisations.	Population dynamics since 2000 Red list category.	60mins
Projects involved in *in situ* Sumatran Tiger conservation projects.	Websites, research papers and published reports.	Role and purpose. Methods of conservation. Technologies used. Impact on environment. Impact on the community. Impact on the Sumatran Tiger.	60mins

Legislation and frameworks.	Research papers, internet.	Role in Sumatran Tiger conservation. Impact on conservation project. Impact on the Sumatran Tiger.	60mins
Evaluation of both projects.	All of the above resources.	Advantages and disadvantages of projects success and struggles.	60mins

Commentary

The candidate has produced an adequate action plan with adequate topics in relation to the conservation status of the Sumatran Tiger. The topics to be researched draw adequate links to the aims and objectives given in Task 1a and achieve the aim of the task. For example, the candidate has identified that they will research the natural history of the Sumatran Tiger, which links to their aim of considerations of the natural history and potential threats. To further develop the response, the candidate could expand on the search criteria surrounding natural history to include ecology, habitat and behaviour of the Sumatran Tiger.

The candidate has identified adequate search criteria to research to follow their identified objectives, achieve the aim of the research project and carry out research within documented time frames. For example, they have listed key words for some search criteria which may limit the range and specificity of their findings. For example, the candidate could have used phrases such as ‘justification of’, ‘examples of’ or ‘impact of’ as this would have provided more detail of the criteria being researched.

The timings within the action plan demonstrate an adequate understanding of the time taken to plan and undertake the research and how to plan and prioritise the steps to carry out the research. The candidate has allowed for each topic of the research to be considered individually with an adequate time limit. The timings do not add up to the full 6 hours of time available for the research, therefore showing a limited understanding of the research/brief requirements. To develop the planning further, the candidate could allocate a longer time period to the threats to the Sumatran Tiger and conservation status which could allow further development of their research.

Task 1c) Research notes

The research notes provided are one side of A4 exemplar notes of the expected standard to be produced by the candidate but are not marked so no commentary has been provided.

The Sumatran Tiger

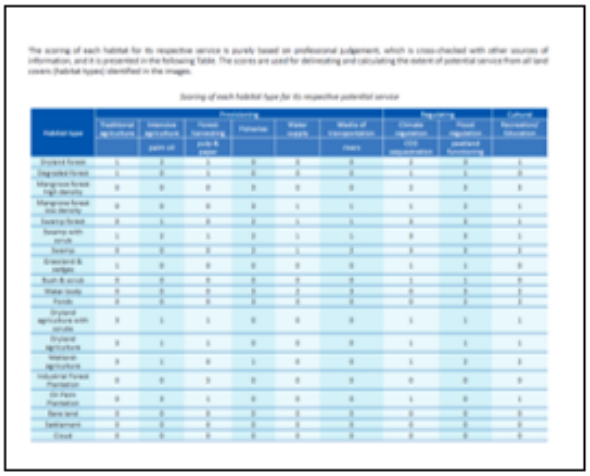
Lives in Sumatra, is black and orange stripes for camouflage.

Apex predator. Stalk and ambush prey (tapir, deer, monkey, pig) large canines and retractable claws for hunting and killing

Keen senses: sight, hearing and smell.

Solitary and territorial.

Female in oestrus = more social.



Technologies

Conservation techniques include technologies such as carrying out surveys around local villages and recording which has the highest/least amount of tolerance for the Tiger.

Used camera traps, ground truth maps and drones along rivers- both projects.

ZSL Kelola Sendang project – South Sumatra

Surveyed where Tigers lived in different areas in June and July 2017, no signs of Tigers were recorded, they carried out monitoring of prey species (tapir, wild boar, sambar deer, muntjac and long tailed macaque)

Helped with planting corridors between fragmented forests and identified key areas and threats

Work closely with Indonesian government, in 1.6million hectares which is home to 10% of the Sumatran Tiger population. This area is now protected.

Working towards more sustainable resources, promoting conservation and rehabilitation of degraded land.

Work closely with local communities (with 21 villages), sustainable livelihoods promoted. Building up environmentally friendly methods for farming and eight new businesses as well as community-based fire prevention.

Successfully restored 440,000 Ha of land.

Legislation and frameworks impacting projects

CITES – Convention of International trade in endangered species. Sumatran Tiger is an appendix 1 animal, which means no body part (living or dead) can be traded anywhere internationally.

This is the highest rating.

IUCN – Redlist classes the Sumatran Tiger as critically endangered.

They work with other conservation organisations included:

- Species Survival Commission
- WWF
- IFAW
- Wildlife conservation Society
- BIAZA
- EAZA
- WAZA

To create policies and increase the Sumatran Tiger population.

Data:
year 2000 – 400 Tigers
2007 – 300 Tigers (Survey with NGOs carried out showed signs of Tigers in half of the locations=less Tigers)
2017 – less signs – estimated 10% less Tigers
2023 – protected areas showed signs of 40% increase. (signs of 128 Tigers).

Task 2 Research report

Evidence contributes to the following:

Performance outcome(s)
PO4 Provide information researched on an animal to promote animal welfare and conservation.

Evidence	Candidate producing	Assessor producing	Included in this GSEM
Task 2 - Research report	√		√

Candidate evidence – research report

Sumatran Tiger conservation project report

Introduction

The Guilds Zoo is looking to support a Sumatran Tiger conservation project which uses effective methods and technologies, which will reduce the loss of the Tiger population and support their survival. The aim of this research is for me to look at how two organisations help carry out conservation in the wild for the Sumatran Tiger, which is a large carnivorous feline, found in Indonesia, which is at risk of extinction.

I will look at information about the conservation of the Tiger, legislation and different frameworks, which affect the work the organisations do. I will also research past and present population numbers of the Tiger.

Conservation projects use lots of different ways to promote the conservation of the Tiger. These will be researched and I will look at the advantages and disadvantages of how both projects meet their goal. I will then decide which organisation uses the most effective methods and technologies and should be supported by The Guilds Zoo.

I will look at the role and purpose of Restori Ekosistem Riau (RER), which is a Non-Government Organisation (NGO) and Zoological Society London (ZSL) Kelola Sendang conservation project and I will look at the methods and technologies they have used over the last 25 years. I will then recommend a project to The Guilds Zoo and Education Team about which project they should support in their conservation efforts.

Restori Ekosistem Riau

The RER project is based in East Sumatra and part of their role is to send out ranger patrols into the protected forests. They do this to minimise the threat of poaching and hunting. They also encourage people to be involved in the Global Tiger day on 29th July, which raises awareness and support of the conservation of the Tiger.

Zoological Society London (ZSL) Kelola Sendang project

ZSL Kelola Sendang project is based in South Sumatra and their main goal is to increase the population of Sumatran Tigers, in an area where there aren't many Sumatran Tigers. The purpose of this project is to promote conservation and plant trees in areas which have lost trees through deforestation, they have already successfully planted trees in 440,000 hectares (Ha) of land.

The natural history of the Sumatran Tiger includes a habitat of tropical rain forest, peat swamps, rivers and lakes in Sumatra.

The Tigers are mostly active during the day, which is also known as diurnal, though they are also nocturnal, which means they are active at night too. They spend a lot of their time looking for food, finding shelter, searching for mates or avoiding other Tigers as they are solitary, meaning they do not live with other Tigers, unless they are mating or have young. Their prey includes: Muntjac, Wild Boar, Pig-Tailed Macaques and Sambar Deer, though they will also take easier prey such as Cattle and pet Dogs.

Sumatran Tigers have an important role in Sumatra, their presence in a forest shows that the environment is healthy. When the Tiger is moving through the forest, they help to grow

plants in different areas as their fur traps seeds from different plants. This helps the plant spread their seeds. The Tiger also controls the number of plant eating animals such as the wild boar and deer. This stops these animals over grazing plants, which enables smaller species of animals to feed on them, meaning there will be more choice of prey for the Tiger.

The Tiger is an apex predator, which means they are at the top of the food chain. They have many adaptations, such as strong jaws and sharp canines, which they use to kill their prey, retractable claws, which help them to run fast and cling onto prey to bring them down, orange striped fur, which helps camouflage them in the shadowy forests and they have a keen sense of smell, hearing and eyesight, which helps them to locate their prey and avoid other Tigers or locate a Tiger ready to mate. These adaptations help them to stalk, ambush and quickly kill prey without being seen. They are a solitary and highly territorial species, only interacting with other Tigers when a female is ready to breed.

Legislation and frameworks impacting conservation projects

There are lots of laws being passed to support the conservation efforts of the Sumatran Tiger. This includes providing protection to a whole area such as the National Parks in Sumatra. Protecting the National Parks, means that the forests can't be cut down. This means there is sufficient shelter, food and habitats for all the animals that live in there. This means the Tigers prey will have access to food and won't be forced to move to a different habitat, or die out, this will then provide plenty of opportunities for the Tiger to hunt for prey in their territory.

CITES, which is the Convention of International Trade of Endangered Wild Animal Species who is responsible for creating a strategy to protect species of animals which are endangered around the world, lists the Sumatran Tiger as an appendix 1 animal, this is the highest level of protection. This makes it illegal for anyone to trade, sell or buy any body part, including the fur, whiskers, bones or claws of the Sumatran Tiger.

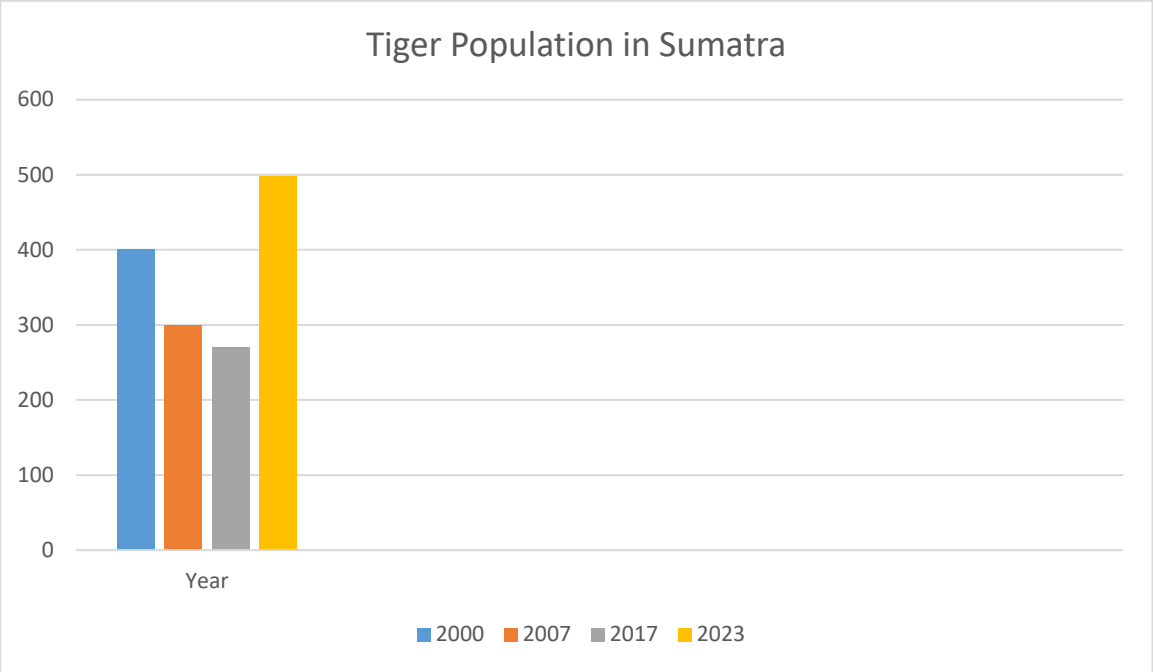
The IUCN encourages other organisations to work together, such as the Species Survival Commission (SSC), World Wildlife Fund (WWF), International Fund for Animal Welfare (IFAW), Wildlife Conservation Society and Zoological organisations such as The British and Irish Association for Zoos and Aquariums (BIAZA), The European Association for Zoos and Aquariums (EAZA) and The Worldwide Association for Zoos and Aquariums (WAZA) all working together for the goal of increasing the Sumatran Tiger population. Conservation status of the Sumatran Tiger is listed as Critically Endangered on the IUCN redlist. In 2000, the Tiger population was recorded at 400 individuals, this dropped to 300 in 2007.

In 2007 a Tiger survey was carried out with help from government, NGOs and field researchers. The research showed signs of Tigers in half of the areas checked, this was showed another drop in the Tiger population.

In 2017, there was another drop in signs of Tigers, with a possible loss of 10% of the population.

In 2023, new results were published, which showed some protected areas in Sumatra had 128 Tigers, which was an increase in the population and shows the effectiveness of conservation efforts and that they are having a positive impact of the population of the Sumatran Tiger.

The graph below shows the estimated numbers of the Sumatran Tiger since 2000, in the last 23years the population has been declining, however in 2023 evidence has shown an increase in the Tiger population.



Reasons for the change in population

The Sumatran Tiger is not easy to spot in the wild as they have striped black and orange fur which camouflages them, however, because their home is being chopped down for agriculture, logging, buildings and roads for people, Tigers are visiting more areas where people are. This is a problem because the Tiger can kill and eat farm animals, pets and even people. Tigers who have preyed on farm animals, pets or people are then hunted down, killed or severely injured.

Deforestation also stops the Sumatran Tiger from finding different Tigers to breed with as they will only come into contact with the same Tigers whose territories overlap with their own. This is bad because it causes the Tiger to potentially come into contact with another Tiger, which they are related to, such as a sibling, cousin or parent, causing them to inbreed and this makes the Tiger population unhealthy

They are also illegally hunted by poachers, who hunt them to sell their skin, bones, teeth and claws for the use in traditional medicines.

The impact of conservation projects, methods and technologies

The RER project work closely with the local villagers to understand the impact Tigers living close by have on them. The project supports the locals to use better methods of farming which would benefit the Sumatran Tiger. The RER project also let field researchers use their eco-research lab to research wildlife and plants in protected areas and provide the Tigers with protection by sending out poaching patrol units, which help to stop the illegal hunting of the Tiger. The RER project carry out work with other NGOs, by sharing information, this

helps the overall goal of all of the conservation projects and helps to effectively increase the numbers of the Sumatran Tiger in protected areas.

The ZSL Kelola Sendang project also work with the locals and have created education programmes about the harmful 'slash and burn' methods which are used to make room for farmland using fire, which can spread quickly to the forests and destroy lots of habitats and feeding opportunities for a range of animals. The ZSL Kelola Sendang project show the locals different methods that are a bit friendlier to the environment. This project also uses camera trapping and drone mapping which they use to find signs of Tigers and Tapir, Wild Boar, Sambar Deer, Mouse Deer and Long-Tailed Macaque, which are common prey of the Tiger.

The ZSL Kelola Sendang project also plants trees between forests to help separated or fragmented Tiger populations and ZSL has also helped stop human-tiger conflict by helping to write guidelines for the management of conflict between Tigers and people.

Conclusion

Both projects carry out great work in the conservation of the Sumatran Tiger. The RER project focus their conservation efforts on the human-animal conflict. Prioritising working with other organisations to help reduce habitat loss and protect the forests with ranger patrols, near villages so that Tigers are not forced to find prey there. They also promote education about the importance of the Tiger for the ecosystem and how this can benefit the locals.

ZSL Kelola Sendang project works with the government both *in situ* (in Sumatra) and *ex situ* (outside of Sumatra), which helps the creation of laws, policies and guidelines. However, they do not work with other NGOs as much as RER does. Working with other organisations benefits the conservation of the Sumatran Tiger.

Overall, the RER project provides more effective methods and technologies to promote the conservation of the Sumatran Tiger, this means that the contribution from Guilds Zoo helps the recovery of habitat and educating local people in Sumatra, which helps to stop the human-wildlife conflict, which will help the overall survival of wild Tigers, therefore The RER project is the recommended project for Guilds Zoo to support.

References:

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- Population status of Cryptic Top Predator: and Island-Wide Assessment of Tigers in Sumatran Rainforests: https://pubmed.ncbi.nlm.nih.gov/22087218/
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- Global Tiger Recovery Program. 2010-2022. https://documents1.worldbank.org/curated/en/874191468331048098/pdf/732050WP00Box30110Final0Version0Eng.pdf
- International co-operative efforts to save the Sumatran Tiger Panthera Tigris Sumatrae by R.Tilson, D.Siswomartono, et al https://www.waza.org/priorities/conservation/conservation-breeding-programmes/global-species-management-plans/sumatran-tiger

Commentary

The candidate has showed adequate knowledge and understanding of the projects involved in the conservation status of the Sumatran Tiger. The research report provides basic discussion of the role and purpose of organisations and projects, natural history of the Tiger, changes in population dynamics and technologies used within the conservation projects. Their knowledge and understanding of the conservation projects and conservation status demonstrates the application of basic links to the research findings. For example, the candidate states the role, purpose and impacts of the two projects, however, they could have further developed their explanations by expanding on the natural history of the Sumatran Tiger and drawing links to other areas of the research such as technology.

The candidate has produced an adequately structured research report with some headings, which support purpose and functionality of the report. The headings within the report could split the information in the report further and be more descriptive, which would further develop the structure and functionality of the report. For example, when discussing the two conservation projects the candidate could have provided sub-headings which included 'the role and purpose of the projects' to give additional focus to the report. The candidate lost some focus during the report which included repetition in some areas such as explaining the Tiger adaptions.

The candidate has given basic analysis and evaluation of the research they carried out. They give a justified recommendation for the research project Guilds Zoo should support. For example, the candidate uses information they have researched on both conservation projects, such as the most effective methods and technologies to promote the conservation of the Sumatran Tiger to conclude which project Guilds Zoo should support.

Task 3 Presentation

Evidence contributes to the following:

Performance outcome(s)
PO4 Provide information researched on an animal to promote animal welfare and conservation.

Evidence	Candidate producing	Assessor producing	Included in this GSEM
Task 3a – Digital Presentation	√		√
Task 3b – Delivery of presentation		√	√

Task 3a) Digital presentation

Candidate evidence – Digital Presentation

Aims and Objectives

The aims of this research project was to recommend an appropriate project, which will benefit from contributions from Guilds Zoo.
I would do this by evaluating the effectiveness of the two conservation projects.

I did this by:

- Researching the goals and purpose of the two projects
- Understanding the problems they faced
- Assessing the methods and technologies they used

Review of Findings

The projects I researched were:

- **Restori Ekosistem Riau**
- **Zoological Society London (ZSL) Kelola Sendang project**

Review of Findings

Restori Ekosistem Riau

- Directly protect the habitat of the Sumatran Tiger with poaching and hunting patrols.
- Provide education through the promotion of Global Tiger day, raising awareness of their decline.
- Work closely with local communities, to understand cultural impact Tigers have.
- Develop mutually beneficial methods of farming and land use, which is sustainable and reduces the human-animal conflict.

Review of Findings

Zoological Society London (ZSL) Kelola Sendang project

- Work closely with local communities, developing educational programmes such as creating more environmentally friendly ways for farming and land use, instead of slash and burn methods, which impact the biodiversity of the area.
- Use camera trapping, ground truth mapping and drone mapping to gather information about population numbers of Tigers and their prey and habitat use.
- Produced conflict resolution guidelines to help reduce human-animal conflict.

Conclusion

The Sumatran Tiger is critically endangered due to:

- Poaching/hunting – Tiger skin, teeth, claws and bones to be sold for traditional medicines or trophies
- Retaliation killings - Tigers territories overlap with farmland and villages, they take advantage of easy prey such as pets and livestock.
- Fragmented forests and loss of habitat – unable to find prey/reproduce

With the help from legislation and frameworks such as CITES and IUCN, the two projects both carry out important work in the conservation of the Sumatran Tiger. The findings from the research I carried out suggests the following project directly impacts the recovery of habitat and increasing the awareness within the community, which helps to reduce human-wildlife conflict, which will benefit the overall survival of wild Tigers should be supported by Guilds Zoo.

The project I am recommending is……..

Restori Ekosistem Riau

Task 3b) Delivery of presentation

Candidate evidence – Delivery of Presentation

AMB_Research_Task 3_Threshold_Competence.mp4

Commentary for 3a and 3b

The candidate has created a basic digital presentation of their research into the conservation needs and status of the Sumatran Tiger and relevant information to deliver to the Guilds Zoo. They have included a basic summary of their findings for both conservation projects researched, the work they carry out with local communities and the technologies the use. The candidate has shown adequate consideration of their target audience by including basic analysis of their research using appropriate technical terminology, but the presentation slides are quite text heavy which may limit the effectiveness of the presentation and audience engagement with reading the slides. Next time the candidate could use data and graphs to improve the visual engagement of the presentation and reduce the amount of text used within each slide.

The digital presentation has a basic structure to support their delivery of the presentation to the Guilds Zoo staff. They have included the aims and objectives review of their findings of the research report and conclusion. For example, the candidate has included information points which summarise their research into each of the conservation projects, such as what they do to support conservation of the Sumatran Tiger. To further develop the presentation, the candidate could have also included the impact of each project, their methods and technologies, for example, that ZSL Kelola Sendang project plants trees between forests to help separated or fragmented Tiger populations.

The candidate relied heavily on the slides during the delivery of the presentation, therefore showing basic consideration of the target audience, effectiveness of the delivery and engagement. For example, when discussing the threat of poaching to the Sumatran Tiger, the candidate lost some focus during the presentation which impacted their tone and speed. The candidate demonstrated adequate presentation and time keeping skills and demonstrated limited eye contact to engage with the audience. To improve the effectiveness of the presentation, the candidate could improve their presentation skills by being less reliant on the slides, staying on focus and ensuring eye contact as much as possible throughout the presentation to engage more with the audience.

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