

Role Description & Person Specification

Chair,
Entry and Assessment
Implementation & Oversight Group

RICS®



Summary

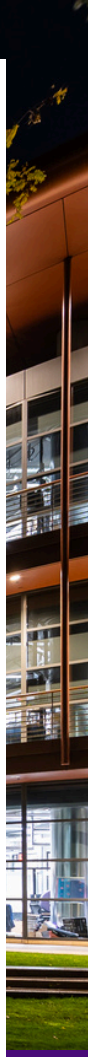
RICS is the world's leading self-regulating professional body in relation to the setting, upholding, and assuring professional standards associated with land, property, infrastructure, and construction RICS helps to develop surveying professionals around the world, who are literally shaping the world around us. Our global footprint encompasses all the main financial centres, with a growing presence across Europe, Middle East, and Africa (EMEA), Asia Pacific and North America, complimenting a strong heritage in the UK.

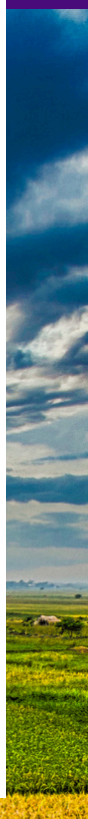
Reporting to Governing Council, RICS' Standards and Regulation Board (the SRB) plays a critical role, being responsible as an independent professional regulator within RICS, leading the development of a consistent, global regulatory strategy and overseeing its operational implementation across all world regions. SRB oversees the work of the Standards and Regulation teams who undertake regulatory action to ensure that RICS members and regulated firms comply with professional standards.

The Royal Institution of Chartered Surveyors (RICS) is establishing an Entry and Assessment Implementation & Oversight Group (EAIOG), reporting to the Standards and Regulation Board (SRB). This newly formed group will be pivotal in overseeing the design, development, and delivery of a transformative programme following the recommendations of the RICS Entry and Assessment Review (Final Report published 2024).

This programme represents the most significant reform of RICS' entry, education, and assessment model in over two decades. It includes the development of new assessment models, education and qualification standards frameworks, inclusive eligibility routes, and strengthened global accreditation recognition. The EAIOG will ensure that this transformation delivers an education and qualification system that is robust, fair, accessible, and aligned with global best practices.

The Chair will lead the EAIOG, ensuring the integrity and effective governance of the programme and provide strategic oversight and assurance to the SRB. This role offers a unique opportunity to contribute to the future of the surveying profession and to influence global standards in professional education and assessment.







Purpose of the EAIOG

Deliver the SRB's Vision:

Deliver the SRB's Vision to implement a globally consistent, fair, accessible, and inclusive entry and assessment process that upholds public confidence in the profession and strengthens RICS' status as a self-regulating body.

Drive the design, development, and implementation plan:

Oversee and steer the development and rollout of:

- New assessments and routes to entry.
- A progressive assessment model
- Entry routes that reflect modern education and vocational training landscapes

Monitor Quality and Governance:

Assure the robustness, transparency, and fairness of the new systems, ensuring that they can withstand external regulatory scrutiny and meet the expectations of global stakeholders

Provide Assurance to SRB:

Act as the accountability mechanism, reporting regularly to the SRB, making recommendations on further improvements, and escalating issues when necessary.

Champion Stakeholder Engagement:

Ensure that the programme maintains active consultation and engagement with members, education partners, regulators, and other stakeholders throughout implementation

Chair, EAIOG - Role Description

RICS seeks to appoint an experienced Chair to lead the Entry and Assessment Implementation & Oversight Group (EAIOG). This role requires a highly capable leader who can provide governance, strategic oversight, and assurance to the SRB, ensuring the effective delivery of RICS' transformational entry and assessment programme.

The Chair will play a pivotal role in ensuring the delivery of substantive change. The Chair will lead the Group in line with RICS' values of professionalism, integrity, and acting in the public interest.

The Chair may either be a Chartered Member of RICS or independent (non-RICS member) and will be responsible for recruiting the Implementation Group members (up to four RICS Members and up to four Independent Members) in accordance with RICS' Global Appointments Model.

Key Role Responsibilities:

- **Effectively chair the EAIOG meetings,** which will occur at least four times per year on a virtual basis. It is anticipated there will be at least one in-person meeting annually, typically in London or Birmingham. Where necessary, conduct business between meetings.
- **Lead the work of the newly formed EAIOG**, initially focusing on the recruitment and appointment of the Group's members (typically four RICS members and four independent members) in accordance with RICS' Global Appointments Model.
- **Monitor the performance of the EAIOG and its members**, ensuring it operates in accordance with its Terms of Reference, and that members actively contribute to the Group's objectives.
- **Ensure that entry and assessment standards are set at a level that protects and upholds the public interest**. As RICS is a self-regulating professional body, the Chair must provide leadership that maintains the integrity and credibility of qualification processes, ensuring they reflect the profession's public interest mandate.
- **Foster a culture** where strategies and policies are designed to ensure the implementation of a robust regulatory quality assurance framework for entry and assessment services. The Chair will support maintaining trust and confidence in RICS qualifications and professional standards.
- **Champion diversity, equity, and inclusion** within the EAIOG and ensure these principles are embedded in all aspects of recruitment, governance, and decision-making.
- **Constructively challenge and support** the Standards and Regulation executive team, ensuring the right conditions are in place to maintain the integrity, rigour, and effectiveness of RICS' progressive, modular assessment and qualification framework, aligned with global accreditation and regulatory standards.
- **Proactively participate in EAIOG decision-making**, ensuring full and complete consideration of appropriate options. Where decisions are split, the Chair will exercise a casting vote and act decisively to resolve the matter.
- **Support the development of an EAIOG culture** aligned with RICS' vision, mission, and values. The Chair will promote high standards of integrity, transparency, efficiency, and accountability within the Group.

Continued

Key Role Responsibilities, continued:

- **Ensure effective programme and project plans are in place,** with clear objectives and milestones. The Chair will ensure the EAIOG operates strategically to support the Standards and Regulation executive in delivering the transformation programme.
- **Act as a proactive, collaborative, and effective link** between the EAIOG and the SRB, ensuring open communication and collaborative working relationships with the Standards and Regulation team and other relevant parts of RICS.
- **Engage with external stakeholders,** including international regulators, accreditation bodies, education providers, and industry partners, to promote the integrity and credibility of RICS' new qualifications and assessments. Ensure that external perspectives are considered in decision-making, fostering transparent communication and collaboration.
- **Act as an ambassador for RICS' transformation programme**, representing the EAIOG in external forums, conferences, and consultations as required. Build and maintain effective relationships that enhance confidence and trust in RICS' qualifications and regulatory functions.
- **Report to the Standards and Regulation Board (SRB)** on the progress, risks, and key issues arising from the implementation of the entry and assessment reform programme. Provide timely, accurate, and insightful reports, including recommendations for action or escalation where necessary.
- **Ensure accountability** through clear governance processes, maintaining comprehensive records of EAIOG activities, decisions, and actions. Provide assurance to the SRB that the Group operates within its mandate and in accordance with RICS' governance framework.

Chair, EAIOG - Elgibility Criteria

The Chair of the EAIOG will be a senior leader with a track record of leading transformation programmes in complex, international contexts, ideally with experience in professional education, accreditation, and regulatory governance.

The Chair must be able to provide strategic oversight, impartial leadership, and constructive challenge to ensure the successful delivery of RICS' transformational entry and assessment programme.

Eligibility Criteria:

- The Chair may either be a chartered member of RICS (MRICS/FRICS) or an independent (non-RICS member).
- At the time of appointment, they must not hold a role on any RICS board, including Governance Boards and Committees, Regional Boards, or Professional Group Panels (including the RICS Regulatory Tribunal).
- The Chair cannot hold any position that could present a conflict of interest with the work of the EAIOG.
- The Chair must be independent of any organisations that could compromise their ability to act in the best interests of RICS, particularly those involved in delivering or influencing RICS' qualifications and assessments.

Any questions surrounding this can be directed to the external recruitment consultants who are facilitating this exercise, House Recruitment, at RICS@houserecruitment.co.uk.

Chair, EAIOG Person Specification

(against which candidates will be shortlisted

Essential Criteria:

Leadership & Governance

- Significant experience as Chair of a Board, Committee, or Group, providing strategic leadership and governance oversight.
- Proven track record in overseeing complex transformation projects, ideally within regulated or multi-stakeholder environments.
- Demonstrated ability to lead the establishment of new governance groups or committees, including member recruitment, onboarding, and collaboration management.

Strategic Thinking & Decision-Making

- Ability to provide constructive challenge and foster strategic thinking to drive decision-making within governance settings.
- Experience balancing diverse stakeholder perspectives while ensuring decisions are evidence-based and aligned with strategic objectives.

Stakeholder Engagement & Representation

- Proven experience of engaging with external stakeholders, including regulators, professional bodies, and government agencies.
- Able to inspire confidence and trust, acting as an effective ambassador for an organisation's standards, governance, and professional credentials.

Global Perspective

- Experience of working within or alongside global organisations or governance frameworks with an international remit.

Values & Ethics

- Commitment to professional self-regulation, public interest mandates, and maintaining the highest standards of integrity and professionalism.
- Demonstrated commitment to equity, diversity, and inclusion, ensuring accessible, fair, and inclusive approaches to education and assessment.
- Ability to act impartially, maintaining objectivity and independence in decision-making.

Continued

Desirable Criteria:

- Experience leading transformation programmes specifically in professional education, qualifications, or accreditation.
- Experience working with or alongside international accreditation frameworks and quality assurance bodies, such as Ofqual, UKAS ISO 17024, TEQSA, CHEA, ENQA, EQAR, INQAAHE, AQAN, NZQA, SAQA, or equivalent global organisations. Familiarity with European Qualifications Frameworks (EQF) and other National Qualifications Frameworks (NQFs) is desirable.
- Experience chairing a board or committee, particularly in professional education or qualifications.
- Experience of establishing new committees or governance groups, including recruitment and onboarding of members.
- Prior involvement in leading change initiatives within a global professional body or similarly complex, multi-jurisdictional organisation.
- Experience working with vocational education systems and alternative entry routes to professional qualification, such as apprenticeships or work-based learning pathways.
- Knowledge of curriculum development and assessment methodologies aligned with global best practices in professional education.
- Understanding of the complexities involved in setting professional standards and regulating across different jurisdictions.
- Understanding of the role of digital innovation in improving the efficiency, accessibility, and fairness of professional education and assessment frameworks.

Terms of Appointment

Remuneration:

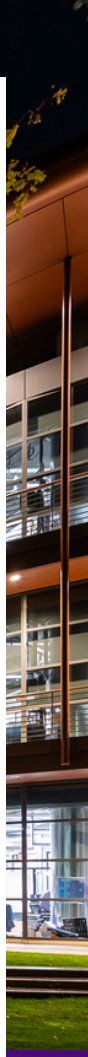
The role of Chair of the EAIOG is remunerated at a rate of £15,000 per annum which is paid in equal amounts on a monthly basis. Both remuneration and reasonable expenses are paid in accordance with RICS policies. This role is not pensionable.

Term of Appointment:

The appointment term will be up to 3 years, subject to yearly performance reviews. Re-appointment for a subsequent period of appointment is possible, subject to successful performance decided upon by the Chair of the SRB (providing total continuous service does not exceed a period of six years). **The annual time commitment is anticipated to be approximately 25 days.**

Location:

The majority of meetings will be expected to take place virtually, with provision for one in person meeting of the Implementation Group per annum (usually to take place in Birmingham or London, UK). Some global travel may be required.





The Application & Interview Process

Application:

Completed applications should be sent no later than 12pm (BST) on Monday 28th April 2025 to RICS@houserecruitment.co.uk.

The application should consist of:

1. **A supporting statement** (maximum two pages). An opportunity to outline how the requirements within the person specification are met, any desirable criteria and any additional information that may support your application.
2. **An up-to-date CV,** detailing any relevant professional body membership (i.e., regulated profession membership status and number).
3. Diversity and Inclusivity Monitoring Form – completed only on application.

The Interview Process:

- **Discovery call** – following an initial longlisting exercise, the initial shortlisted candidates will have a discovery call with the external recruitment partner Michelle Paoloni. This will be an opportunity to discuss elements of the supporting statement, identify any further important information and answer any candidate questions.
- **Panel Interview** - this will take place (via MS Teams) with the Appointment Panel on Friday 16th May 2025.

Questions:

If you have any questions in relation to this recruitment please contact our external recruitment partner, Michelle Paoloni – RICS@houserecruitment.co.uk

