

## Chartered Member membership criteria

A Chartered Member works as a specialist (such as reward, L&D or resourcing) or a generalist to manage, develop and implement HR projects or programmes to support organisational objectives. They will have a strong focus on engaging and partnering with business managers to find HR solutions to organisational issues. They provide a consultancy service to managers, using their generalist or specialist HR expertise to coach and influence, and have the authority to drive and deliver HR change within the organisation.

Chartered Members actively plan their continuing professional development (CPD), deepening their knowledge of current best practice and theory, applying it within their organisation. They keep up to date with industry trends and changes, and use their understanding and insights to solve business problems which are measured against organisational objectives and performance indicators.

As a Chartered Member you will be working to timeframes of around 12–18 months. Your role may include elements of developing and influencing HR and organisation strategy, but you will also be operational, planning and managing the implementation of HR change. You will have an understanding of a broad range of HR areas – and the relationship between them – but you may also have expertise in one or two specialisms. You will be able to demonstrate sustained and consistent performance at this level.

A Chartered Member may be a generalist such as an HR business partner or manager, or they may be in a specialist role, such as an L&D manager, an Organisational Development consultant or a Reward specialist. Whilst they are likely to have a good degree of specialist experience, they understand the impact of their work in other areas of HR and the organisation, and incorporate this into their planning. In larger organisations they usually work at management level, supporting business managers and functional heads. In small organisations they may manage the whole HR department or function, with operational responsibility for HR. Whether working as employees or on a contractual basis, Chartered Members plan, develop and implement programmes and projects to deliver organisation performance.

These membership criteria are underpinned by the CIPD's HR Profession Map. The core of the map – Insights, strategy and solutions and Leading HR – must be demonstrated by all professional members. Chartered Members are expected to have an understanding of most areas and how they integrate with each other, although they are likely to specialise in one or two areas. To be awarded Chartered Membership you need to demonstrate consistent, sustained performance against timescales of at least 12–18 months. You will also have evidence across a wide range of examples to demonstrate your experience against band 2 of the CIPD's HR Profession Map.

### The CIPD's HR Profession Map

