



RECRUITMENT AND CONSULTING
SERVICES ASSOCIATION
AUSTRALIA & NEW ZEALAND

Professional Accreditation Framework

RCSA PAF = Excellence

The RCSA Professional Accreditation Framework (PAF) aligns individuals with recruitment career paths and provides public recognition of a member's knowledge, skills, experience and commitment to continuing professional education. Individuals can apply for any level of membership, provided they meet the minimum criteria.

RCSA Corporate Members who support the RCSA PAF are actively advancing the recruitment industry and building its standing as a true profession. The RCSA PAF provides a professional identity, competitive edge and credibility that clients look for in today's professional market.

To launch the RCSA PAF and ensure it has impact in raising industry profile and standards, the RCSA is providing a unique opportunity to its Corporate Members: all staff of RCSA members who are not existing Individual Members can receive complimentary 12 month RCSA membership if they apply by 31 December 2011 – yes everyone!

Why should RCSA Corporate Members support the RCSA PAF?

When your staff members commit to high standards:

- you advance the recruitment profession
- you attract and retain the best talent
- your reputation and brand is reinforced
- client loyalty increases
- new business is generated
- you commit your staff to excellence
- your clients have confidence in your staff
- commitment to continuing professional education creates a competitive edge
- you are better positioned as an employer of choice
- it signifies you have standards, you encourage staff excellence, and tells clients that their business is in safe hands.

What's in it for individuals?

RCSA Professional Membership clearly indicates to your peers, clients and candidates that you:

- are serious about your profession and identify yourself as a professional
- adhere to the industry's code
- are committed to maintaining your knowledge and skills
- have a professional identity, competitive edge and credibility
- are intent on developing and enhancing your career
- are personally committed to excellence and best practice.

RCSA Professional Accreditation Framework

The RCSA Professional Accreditation Framework allows for two key categories of individual membership:

RCSA Professional Membership

Only RCSA Professional Members are able to use RCSA post-nominals. RCSA Professional Membership is vital for those wanting to keep up-to-date, access the latest news and research, and ensure their networks remain current.

To be admitted into the RCSA Professional Membership Framework an individual must meet the 3 elements of professional membership:

- I. Meet the minimum education and/or experience requirements
- II. Commit to maintaining skills and knowledge by adhering to the RCSA CPE requirements
- III. Commit to adhering to the RCSA Code for Professional Conduct.

| Level | Criteria |
|--|---|
| Accredited Professional (APRCSA) Criteria | <ul style="list-style-type: none"> ▪ Minimum 2 years' recruitment industry experience; OR ▪ Completion of a RCSA approved training/education program; OR ▪ Completion of a relevant minimum diploma qualification; OR ▪ Completion of a minimum 25 RCSA CPE points over the previous 12 months. |
| Member (MRCSA) Criteria | <ul style="list-style-type: none"> ▪ Minimum 3 years' recruitment industry experience and completion of a relevant undergraduate qualification; OR ▪ Minimum 7 years' relevant recruitment industry experience. |
| Fellow (FRCSA) Criteria | <ul style="list-style-type: none"> ▪ 7 years' recruitment experience with a minimum of 2 years in a senior management/leadership role and completion of a relevant postgraduate qualification; OR ▪ minimum 10 years' recruitment industry experience with a minimum of 2 years in a senior management/leadership role; AND ▪ Demonstrated contribution to the recruitment profession. |

Non-Professional Membership (Affiliate)

This category is open to all and suitable for individuals in support roles (perhaps looking at recruitment consultant as a career path). Non-professional members are required to adhere to the code, have no access to a post-nominal, no logo, no certificate of membership, are not required to complete CPE and have no individual voting rights.

What's the great offer?

All staff of RCSA members who are not existing Individual Members can receive complimentary 12 month RCSA membership if they apply by 31 December 2011 – yes, everyone!

How does my organisation take this up?

Individual staff members are required to:

- Complete the application form in full
- Tick the complimentary membership box in the payment section
- Email, fax or mail to RCSA.

Additional information and related documents

Additional information can be found in the following documents on the RCSA website:

RCSA Professional Accreditation Framework

www.rcsa.com.au/imis15/RCSAweb/Membership/Individual/Professional_Accreditation_Framework/RCSAweb/wc-Membership/Ind-Professional_Accreditation_Framework.aspx?hkey=ecfa5922-2fb9-46d6-a514-ca5139782635

RCSA CPE Guidelines

[www.rcsa.com.au/documents/membership/RCSA%20Continuing%20Professional%20Education%20\(CPE\).pdf](http://www.rcsa.com.au/documents/membership/RCSA%20Continuing%20Professional%20Education%20(CPE).pdf)

Member Application Form

www.rcsa.com.au/documents/membership/RCSA%20Individual%20Membership%20Application.doc

Queries can be emailed to info@rcsa.com.au

Principal Partner



Together, we are on a mission to build professionalism, increase credibility, enhance status, and create a powerful voice.