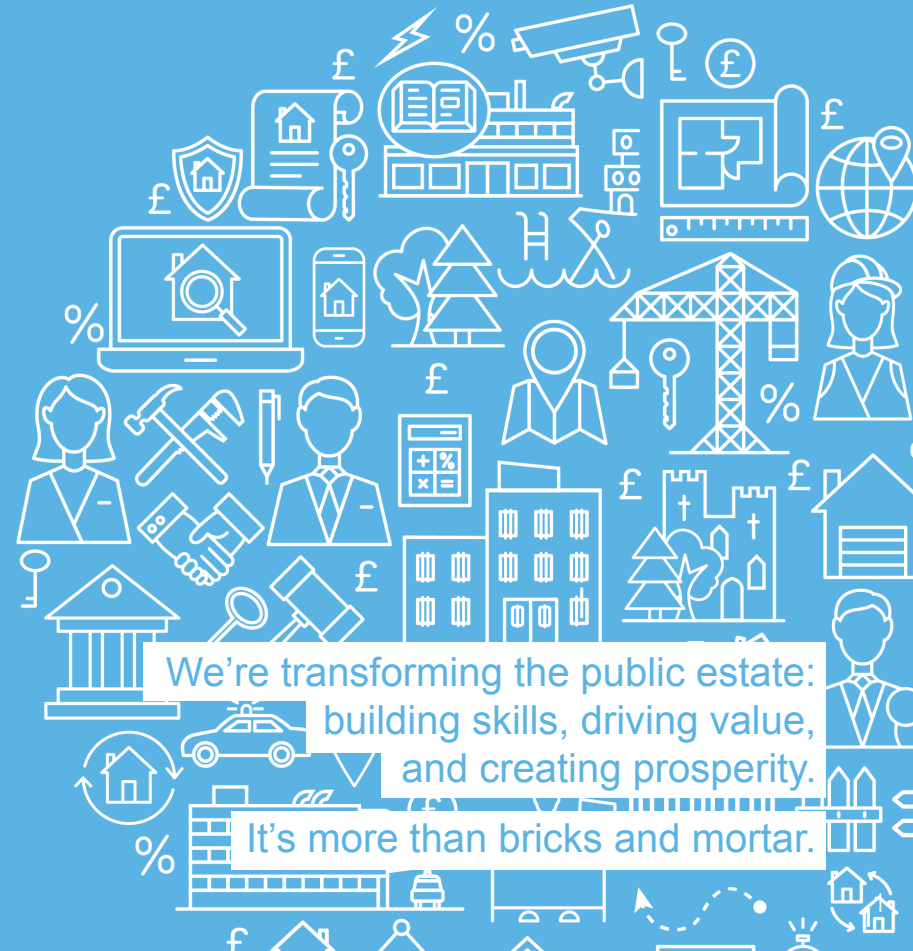




Government  
Property  
Function

Government Property Profession

# Accreditation Guidance



We're transforming the public estate:  
building skills, driving value,  
and creating prosperity.

It's more than bricks and mortar.

# Welcome to the GPP Accreditation Guide

Accreditation  
Standard

The Guide

1 ID Role

2 Professional  
Body

3 Choose  
Route



4  CIOB



Case Studies



2

**We aim to support Government Property Professionals on their route to professional accreditation.** Ultimately, we aim to increase the number of Property Professionals signing up for and completing approved professional body accreditations.

**This guide is for Property Professionals\* at any grade,** seeking support on obtaining professional accreditation.



## Guide Objectives:

- Provide clear guidance to property professionals considering, about to start, revisiting or upgrading their professional accreditation
- Describe the benefits and challenges of different routes to allow government property professionals to make informed decisions about their accreditation pathways
- Signpost to GPP run programmes available to obtain accreditation
- Signpost to professional body websites detailing alternative routes that may be suitable for Civil Servants

\*if you are not sure if you are a property professional, [go to step 1](#) for further guidance.

# Accreditation Guidance Contents

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## This document will cover:

Why becoming professionally accredited is important in Government Property

Understanding the GPP Accreditation Standard using the GPP Career Framework

A step by step guide to help you find your route to accreditation

01

Identify the accreditation requirements for **your role** using the GPP Career Framework

02

Choose the **right professional body** for you, considering your role, experience and aspirations

03

Consider **different routes** to professional accreditation, and identify which best suits your grade, qualifications and experience

04

Choose your route with your professional body (**detailed guidance**)

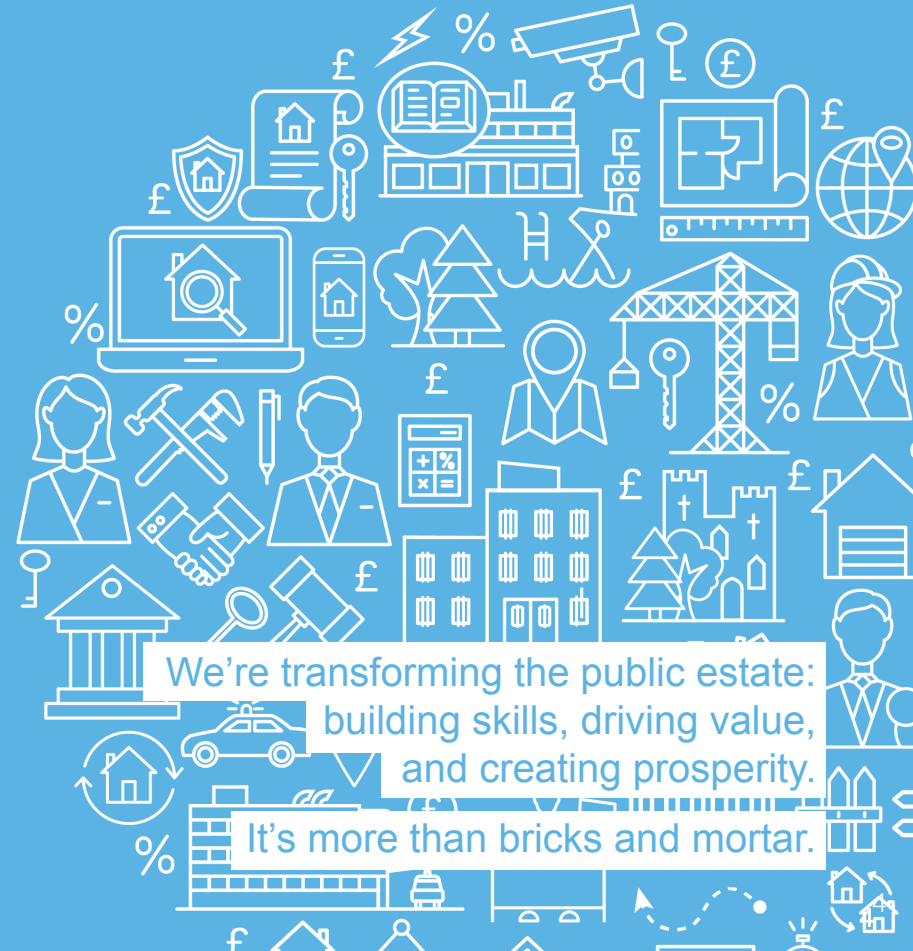
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Government  
Property  
Function

## Government Property Profession

# Why becoming professionally accredited is important



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and creating prosperity.

It's more than bricks and mortar.



# Why should I become Professionally Accredited?

Accreditation  
Standard

The Guide

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3 Choose  
Route

RICS

iwfm

4 CIOB

CEng  
Chartered  
Engineer

CEnv  
Chartered  
Environmentalist

Case Studies

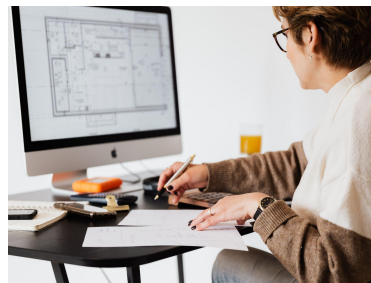
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**Career Development and Prospects:** Professional accreditation gives you a breadth and depth of expertise to perform at your best. Recognised throughout the industry, it opens up opportunities for you to take your career where you want to go. With the increasing push for specialisation in the Civil Service, professional accreditation is a must for those in [senior practitioner](#) roles and above.

**Professional Recognition:** Recognised across the industry, professional accreditation gives you professional status and a short-hand for describing your skills and expertise. Chartered professionals are widely respected. It allows you to demonstrate the impact of your work in the Civil Service with pride.

**Networking with Peers:** As a specialist in a government department, it can be difficult to find like-minded professionals to connect with, share and learn from. Professional accreditation gives you access to networks across the industry to further develop your practice.

**Boosting Confidence and Industry Awareness:** Accredited professionals report feeling more confident\* to deliver their work post qualification. You also gain access to current industry thought leadership, allowing you to do your best work.

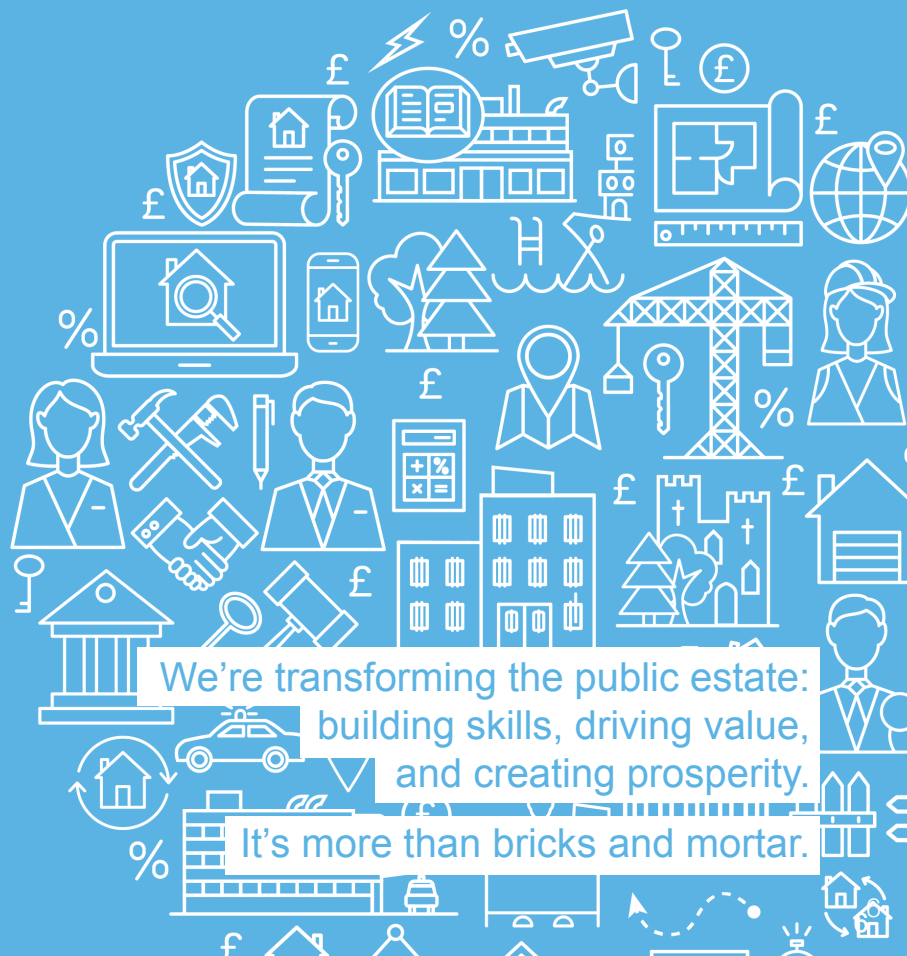


\*IWFM pay and prospects reports qualification most common benefit is increased confidence



Government  
Property  
Function

## GPP Accreditation Standard and support offer



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and creating prosperity.

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# Professional Membership and the GPP Accreditation Standard

Professional bodies are a core part of the property industry, providing a key source of learning and networks to enable career development. Gaining professional body membership is something you should consider at any point in your career. Various levels of membership exist to match your current qualifications and experience. The [GPP Career Framework](#) sets out accreditations recommended by role. It includes the GPP Accreditation Standard for Senior Practitioners and Leaders, to ensure we have the right people with the right skills in the right roles across government. It is a central part of our ambition to deliver fantastic careers for our property professionals.

There are seven approved GPP Core Professional Accreditations, recognised across multiple roles on the Career Framework. In addition to these core accreditations, specialist accreditations are recognised and aligned to particular technical specialist roles.

Accreditation Standard  
The Guide

1 ID Role

2 Professional Body

3 Choose Route



Case Studies



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GPP Core Professional Bodies (aligned to multiple job roles)		Foundation Practitioner	Practitioner	Senior Practitioner or Senior Leader
1	Royal Institution of Chartered Surveyors (RICS)	No accreditation required.  Professional body membership, for example at Affiliate or Associate level is encouraged.	Role dependent.	You <a href="#">hold, or are actively working towards</a> , Chartered, Certified or Fellow grade with a professional body suitable to your role.
2	Institute of Workplace and Facilities Management (IWFM)		You may already hold or be working towards Chartered, Certified or Fellow grade in professional body suitable to your role.	
3	Chartered Institute of Building (CIOB)			
4	Royal Town Planning Institute (RTPI)*			
5	Architects Registration Board (ARB) / Royal Institute of British Architects (RIBA)*			
6	Engineering Council**		You may hold or be working towards Associate, Technical, Incorporated or Practitioner level membership	
7	Society for the Environment (SocEnv)**			

\*RTPI and RIBA are included in the GPP Core professional bodies as they are recognised across multiple roles in the Career Framework. However, due to the anticipated small demand for individuals wishing to pursue these accreditation once already in government, they are not included in the rest of the guidance. As with the other specialist profession bodies recognised on the framework, please go to the RTPI or RIBA website for guidance on how to become accredited.

\*\*The Engineering Council and SocEnv are the awarding bodies for Engineering and Environmentalist Technical, Incorporated or Chartered designations, and can be applied to from a wide range of professional institutions

# What support is available

Accreditation  
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Case Studies



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## From Government School of Property



### A clear Accreditation Standard, mapped to Career Pathways

- Accreditation requirements laid out in the career framework, so you can plan your next career steps and decide what accreditation will be best for you

### Experience route cross government cohorts for Senior Practitioners and Senior Leaders

- Senior Professional to MRICS
- Professional Competence to CIWFM
- Chartered Fellowship pathway for FCIOB
- Chartered Environmentalist and MIEMA application for Senior Practitioners and Leaders in Sustainability

### Support for [property apprenticeships](#), including cross government cohorts and wider learning

- FM for Foundation Practitioners to Senior Practitioners
- Surveying for Foundation Practitioners to Senior Practitioners

## From your Department



### Funding for your accreditation route

- In almost all cases, your department will provide the funding to support you to become accredited. It is the decision of you, your line manager and HR team what accreditation is right you in the your role, and what route it is possible to fund with available budget

### Ongoing annual fees payment for at least one professional membership

- To allow you to maintain your accreditation and access the associated benefits, your department will cover the cost of at least one annual professional membership fee

### Time off to support your study and appropriate CPD once you are qualified

- Some departments will have a policy on time off for study - ask your HR team for details of this
- Discuss with your line manager how to best accommodate your studies. Our case studies say getting line manager support is a key factor in successful study.

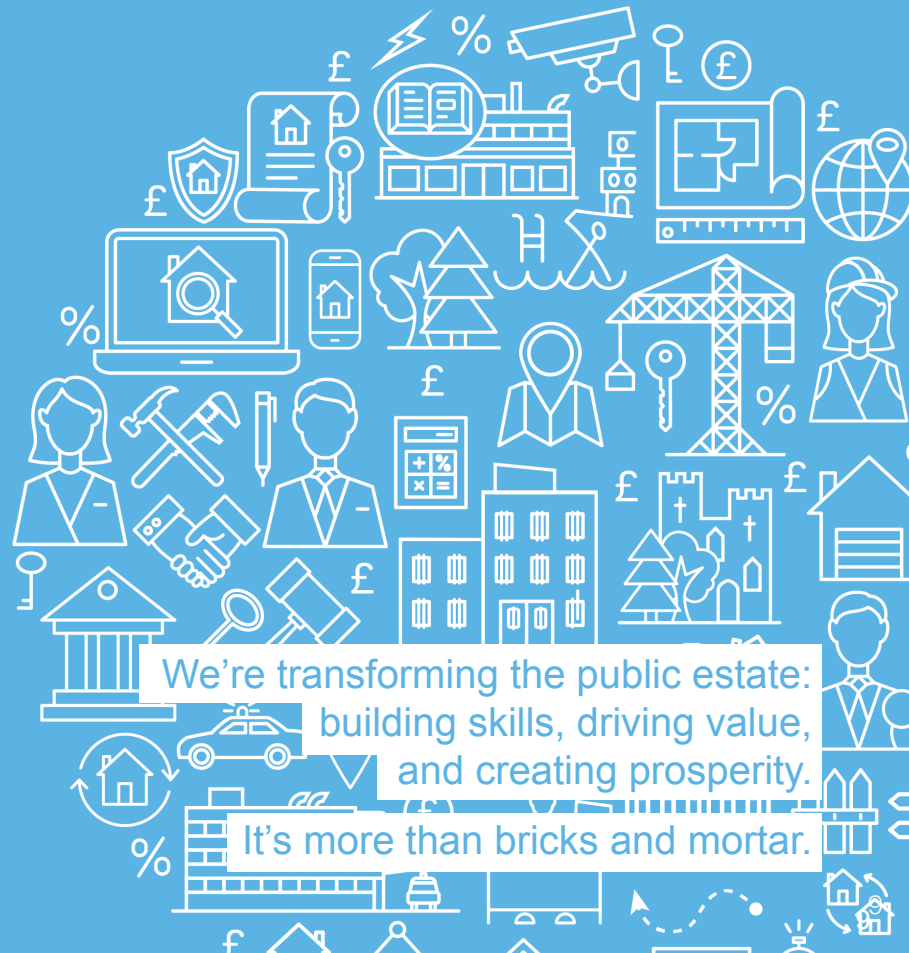
### Helping you sourcing additional experience

- Some accreditation routes require you to evidence experience in competencies that won't be part of your core role. Whilst it is your responsibility to source this experience, working closely with your line manager, network and suppliers is likely to help.



## Government Property Profession

# Step by Step guide for routes to Professional Body Membership



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# Step 1: Identifying your role requirements

Using the GPP Career Framework as a guide

Accreditation Standard

The Guide

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RICS

iwfm

CIOB

CEng Chartered Engineering

CEnv Chartered Environmentalist

Find the role in the [GPP Career Framework](#) that best describes your current job.

Navigate to the Accreditation requirements for your level.

All accreditations listed could be available to you. The Career Framework is a guide: check with your department for any specific requirements for your role.

Can't find your role? Follow the [Professions flowchart](#) for further support.

### Government Property Profession Career Framework

Job Families	Core Roles	Foundation Practitioner CS Grades: AA, AD, ED	Practitioner CS Grades: HE0, SE0	Senior Practitioner CS Grades: G7, G6	Senior Leader CS Grades: SC61, SC52
Property Leadership	Property Director/Head of Estates Department Head of Profession Head of Facilities & Workplace Management Head of Strategy & Portfolio Programmes Director Sustainability Director			●	●
Strategic Asset Management	Estate Strategy Property Data Management Property Portfolio Management	●	●	●	●
Workplace & FM	Facilities Management Workplace Management	●	●	●	
Property & Construction Projects	Property & Construction Project Management	●			
Technical Specialists & Assurance	Acquisitions and Disposals Cost Management Design Engineering Environmental Sustainability Fire, Health & Safety Maintenance Management Planning & Development Residential Management Rural Management Valuation	●	●		

**Workplace & FM Facilities Management (3 of 3)**

Level	Foundation Practitioner	Practitioner	Senior Practitioner
Accreditation	• None required at this level	• Holds or working towards <b>MIWFM</b> or <b>CIWFM</b> , MRICS or CEng	• Hold <b>CIWFM</b> , MRICS or CEng
Entry route	• Apprentice or entry level role • Individual working towards associate membership of relevant professional body • Customer relations role	• Facilities Officer • Operational role • Individual working towards membership of relevant professional body or able to demonstrate the equivalent experience • Project Manager	• Facilities manager • Property Project Manager • Individual working towards membership of relevant professional body or able to demonstrate the equivalent experience
Technical skills	1. Property Professional Expertise <b>W</b> 2. Customer and Client Service <b>P</b> 3. Stakeholder Engagement <b>W</b> 4. Strategy and Business Planning <b>A</b> 5. Analytical Decision Making <b>A</b> 6. Technology and Innovation <b>A</b> 7. Sustainable Practice <b>W</b> 8. Commercial Acumen <b>A</b> 9. Property Programme and Project Management <b>A</b> 10. Health and Safety, Compliance and Inclusion <b>W</b>	1. Property Professional Expertise <b>P</b> 2. Customer and Client Service <b>P</b> 3. Stakeholder Engagement <b>P</b> 4. Strategy and Business Planning <b>P</b> 5. Analytical Decision Making <b>P</b> 6. Technology and Innovation <b>W</b> 7. Sustainable Practice <b>P</b> 8. Commercial Acumen <b>P</b> 9. Property Programme and Project Management <b>P</b> 10. Health and Safety, Compliance and Inclusion <b>P</b>	1. Property Professional Expertise <b>E</b> 2. Customer and Client Service <b>E</b> 3. Stakeholder Engagement <b>E</b> 4. Strategy and Business Planning <b>P</b> 5. Analytical Decision Making <b>W</b> 6. Technology and Innovation <b>P</b> 7. Sustainable Practice <b>P</b> 8. Commercial Acumen <b>E</b> 9. Property Programme and Project Management <b>E</b> 10. Health and Safety, Compliance and Inclusion <b>E</b>
Future Pathways	• Facilities Manager • Supplier Performance Manager	• <a href="#">Estates strategy</a> • Contract Manager • Any senior leader in this Job Family	• <a href="#">Property Director/Head of Estates</a> • <a href="#">Head of Facilities &amp; Workplace Management</a>

**Bold text** for an Accreditation in the Role Detail pages indicates a **preferred or suggested accreditation for the role**. This is to guide those who do not currently hold an approved accreditation on the most appropriate Accreditation for their current role.

Case Studies

➔

# Step 2: Choose the right professional body for you

Accreditation Standard

The Guide

1 ID Role

2 Professional Body

3 Choose Route

4



Case Studies



If you already know which professional body is right for you, [go to step 3](#)

There are a lot of professional bodies in the property industry, so it can be a complicated picture to work out which is best for you.

Consider both your current role, your aspirations, your experience and qualifications when considering the right professional body for you. Reflecting on the following questions could help point you in the right direction:

1. Does your **current job role** specify a preferred accreditation in bold?
2. Is there a preferred accreditation for **roles you aspire to in future?**
3. Which professional accreditation fits best with your **previous experience and qualifications?**
4. Does your **department set requirements** on accreditation suitability within your particular role?

When you know which professional accreditation best suits you, [go to step 3](#) to consider the routes available to you to obtain.

## Additional Resources:



[Learn more about each Professional body](#)



- Senior Professional, Corporate Real Estate
- Experienced Professional, Commercial Real Estate
- APC Structured Training, Project Management
- L3 | L6 Surveying Apprenticeships, Commercial Real Estate
- L6 Surveying Apprenticeship, Commercial Real Estate
- L6 Surveying Apprenticeship, Quantity Surveying



- Professional Competency
- L6 qualification in Workplace Leadership
- L2 Facilities Service Operative Apprenticeship
- Property Fast Stream as existing Civil Servant
- Application through CIOB



- Chartered Membership training programme
- Educator pathway
- CEng
- Engineering Apprenticeship, part time degree, IET
- Engineering Degree, IMechE

[Go to all Case Studies](#)

[Need inspiration? View our case studies](#)

# Step 2: Choose the right professional body for you

## Overview of Professional Bodies and Chartered statuses

Accreditation  
Standard

GPP Core Professional bodies are featured here. For [RTPI](#), [RIBA](#) and other specialist professional bodies, go to the organisation's website for guidance on routes to accreditation.

The Guide

1

ID Role



[Royal Institution of Chartered Surveyors](#) (RICS) promotes and enforces the highest professional standards globally in the development and management of land, real estate, construction and infrastructure.

GPP  
Case  
Studies

2

Professional  
Body



The [Institute of Workplace and Facilities Management](#) (IWFM) is the body for workplace and facilities professionals. They exist to promote excellence in their worldwide membership and to demonstrate the value and contribution of workplace and facilities management more widely.

GPP  
Case  
Studies

3

Choose  
Route



4



[Chartered Institute of Building](#) (CIOB) are the professional body for construction management and leadership. They promote the science and practice of building and construction for the benefit of society. Members work worldwide in the development, conservation and improvement of the built environment.

GPP  
Case  
Studies



[Chartered Engineers](#) (CEng) develop solutions to engineering problems using new or existing technologies, through innovation, creativity and change and/or they may have technical accountability for complex systems with significant levels of risk.

GPP  
Case  
Studies

Case Studies



[Chartered Environmentalists](#) (CEnv) utilise their environmental expertise to instil client trust, transition to sustainable practices, lead departments, make strategic decisions, advise Governments and work as highly skilled practitioners. They are all making a difference, leading the way to a more sustainable world.

GPP  
Case  
Studies

# Step 2: Choose the right professional body for you

## Accreditation Case Studies

In this section the variety of roles and routes to accreditation are showcased through the career stories of property professionals from across government. Browse all cases studies for inspiration, get advice on accrediting with your chosen professional body, or navigate straight to the case study who took the route you are interested in.

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The Guide

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RICS

iwfm

4 CIOB

CEng Chartered  
Engineer

CEnv Chartered Environmentalist

Case Studies



**Senior Professional,**  
Corporate Real Estate



**Experienced Professional,**  
Commercial Real Estate



**APC Structured Training,**  
Project Management



**L3 / L6 Surveying Apprenticeships,**  
Commercial Real Estate



**L6 Surveying Apprenticeship,**  
Commercial Real Estate



**L6 Surveying Apprenticeship,**  
Quantity Surveying



**Professional Competency**



**L6 qualification in**  
Workplace Leadership



**L2 Facilities Service**  
**Operative Apprenticeship**



**Property Fast Stream as**  
existing Civil Servant



**Application through CIOB**



**Chartered Membership**  
training programme



**Educator pathway**



**Engineering Degree, IMechE**



**Engineering Apprenticeship,**  
part time degree, IET

**Go to all Case Studies**

# Step 3: Considering the best route to accreditation

## Overview of benefits and challenges of different routes to accreditation

Accreditation Standard

Most professional bodies have a range of routes available to obtain membership. Below GPP outline the benefits and challenges typical of different route options. Use this to consider which might be best for you.

The Guide

Please note you may not be eligible or be able to access all available routes. It is expected that departments will cover the costs of employees wanting to become accredited, as well as ongoing membership fees with one professional body. However, some departments may not be able to offer training or qualification routes for all professional bodies depending on available budget. Use the detailed following pages to check your eligibility against your chosen professional body, and check with your department what they are able to support. [Go to step 4.](#)


1 ID Role

### High level routes to Professional Accreditation\*

2 Professional Body

**Apprenticeship route:** Great for those in an operational role wanting to gain or increase their level of qualification. Your current role must align with the apprenticeship academic learning, and give you the opportunity to implement your learning within your day job, 20% of working time must be spent on off the job learning.

3 Choose Route

 RICS

**Training or Qualification route:** Great for those earlier in their career or take a step up, looking to develop skills in a particular discipline through formal training.

 iwfm

4  CIOB

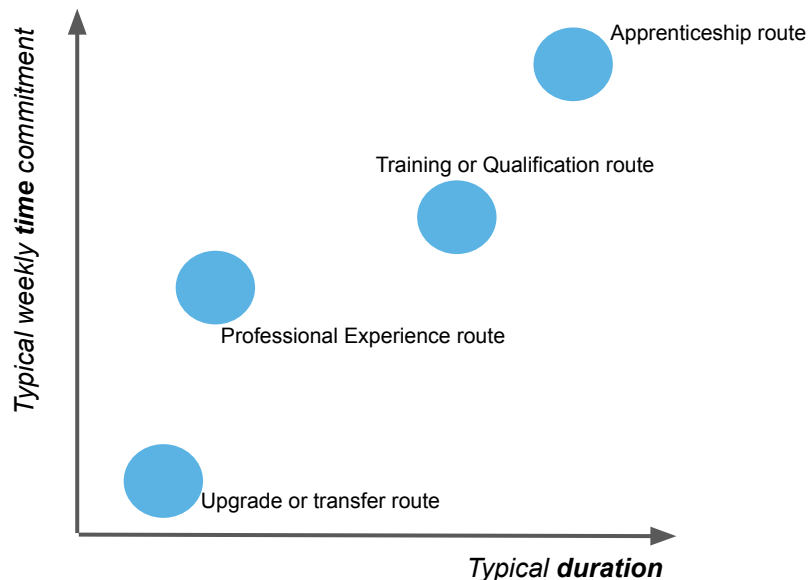
**Upgrade or transfer route:** Great for those with existing qualifications, professional accreditations and / or memberships that map directly onto GPP approved list. Upgrade lower level of membership with approved professional bodies to meet the standard.

 CEng

 CEnv

Case Studies

**Professional Experience route:** Great for those 'qualified by experience' looking to obtain the recognition for their capability and access a network of like-minded professionals.



\*Descriptions to be used as a guide only. E.g. Apprenticeships are available across all levels and higher level apprenticeships may be suitable for those with substantial industry experience commencing property leadership. Some training and qualification programmes may be suitable for experienced colleagues to expand or deepen knowledge.

# Step 4: Choosing your route

## Detailed guidance

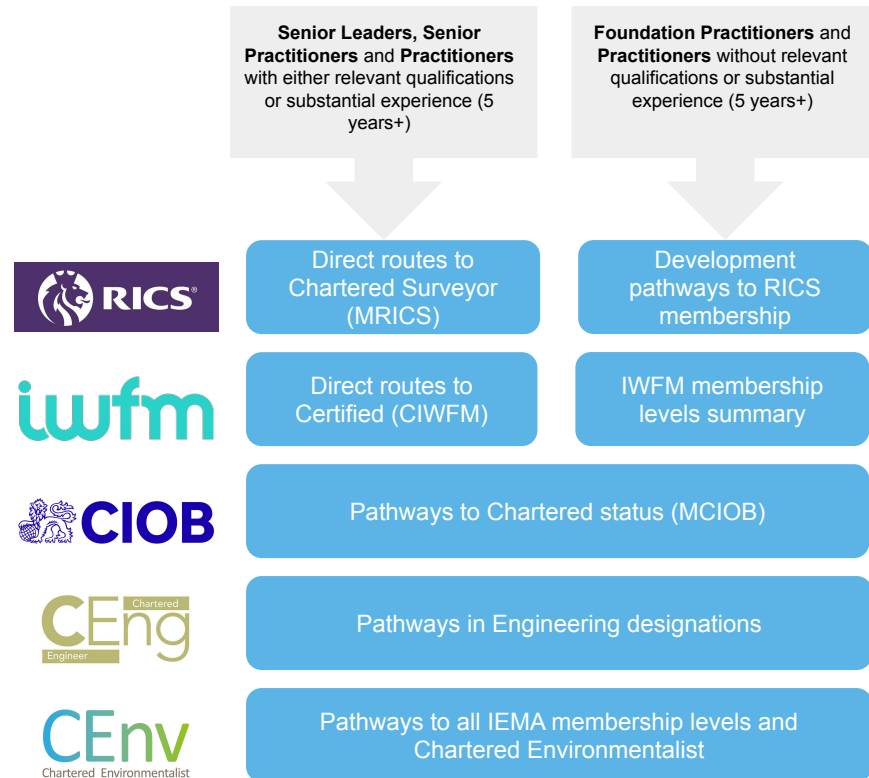
- Accreditation Standard
- The Guide
- 1 ID Role
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- 4
  - RICS
  - iwfm
  - CIOB
  - CEng
  - CEnv
- Case Studies

This section aims to provide you with an overview of routes to accreditation for the main five professional bodies and statuses. It aims to allow you to look across multiple professional bodies and understand what is often a complex set of options. It assumes that you do not hold existing membership at any level with your chosen professional body.

Most detail is given on options to obtain Chartered, Certified or Fellowship grades, linking to the GPP Accreditation Standard. Where supported and relevant options exist, development options and pathways to other membership levels and qualifications are included.

Routes are included where we expect there to be a demand in GPP e.g. most professional bodies offer a route for Academics which we have not featured as we don't expect many to be eligible for this route. In particular, this guides aims to highlight support available from GPP. Whilst we will update this guide regularly, further information and the most up to date guidance is available on the Institutions' websites.

### Go to the detailed guidance:



# Step 4: Choosing your route

Royal Institution of Chartered Surveyors (RICS) (Page 1 of 6)



Good fit for roles in:  
Property Leadership  
Strategic Asset Management  
Technical Specialisms: Surveying



Accreditation Standard

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Case Studies

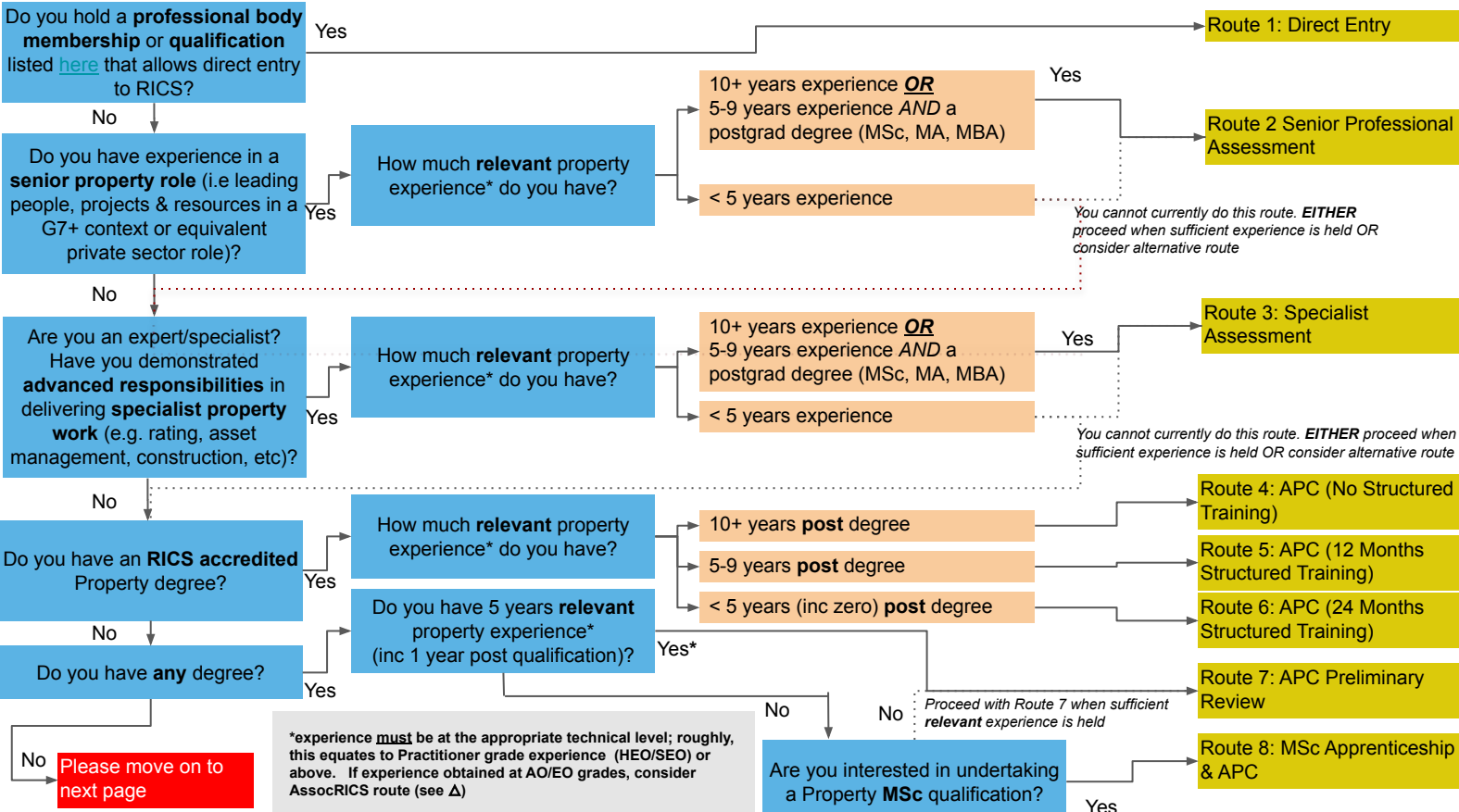


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SENIOR / LEADERSHIP ROUTES

EXPERT / EXPERIENCED ROUTES

EARLY CAREER ROUTES



GPP Accreditation Standard: Chartered Surveyor (MRICS)



# Step 4: Choosing your route

Royal Institution of Chartered Surveyors (RICS) (Page 2 of 6)



Good fit for roles in:  
Property Leadership  
Strategic Asset Management  
Technical Specialisms: Surveying



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4 RICS, iwfm, CIOB, CEng, CEnv

Continued from previous page

Do you have **96 UCAS** points OR a **Level 3 Surveying technician** qual OR equivalent\*

Yes

Route 9: BSc Apprenticeship & APC

AND

**Grade C (or L4) or above in English AND Math** (or equivalent)?

\*If equivalent L3 qualification not appropriate, consider AssocRICS route below ↴

No

Do you have **5 GCSEs** at Grade C or above (**inc Eng & Maths**) or an equivalent **L2 qualification**?

Yes

Route 10: Level 3 Surveying Apprenticeship leading to a L3 qualification AND **AssocRICS** accreditation

Successful completion of the L3 apprenticeship qualification provides access to the BSc Apprenticeship & therefore an onward route to MRICS

No

Consider routes to **AssocRICS**

Δ 1 years experience AND a relevant Bachelor's degree (should only be considered if current role/experience not appropriate for Routes 4, 5 or 6 to MRICS)

↴ 2 years experience AND a relevant higher/advanced or foundation qualification (should only be considered if qualification and/or experience does not allow access to Route 9 apprenticeship)

4 years experience (no qualifications)

Any other experience/qualification mix

Route 11: AssocRICS Assessment

You cannot currently do this route. Proceed when sufficient experience AND/OR an appropriate qualification is held

Associate RICS

**NOTE:** There isn't an automatic route from AssocRICS to MRICS - relevant qualifications (or 10 yrs+ senior or specialist experience) are required in order to gain entry to an MRICS route

GPP Accreditation Standard: Chartered Surveyor (MRICS)

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# Step 4: Choosing your route

## RICS - Choosing your Pathway (Page 3 of 6)



Good fit for roles in:  
 Property Leadership  
 Strategic Asset Management  
 Technical Specialisms: Surveying



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RICS

iwfm

4 CIOB

CEng

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To gain RICS accreditation by one of the various routes, candidates will need to provide evidence of **relevant property experience**. Relevant means that you have the necessary skills, knowledge and experience of a particular property sector or **pathway**. RICS has 22 sector pathways via which you can gain accreditation. Each pathway has a range of **technical competencies** that you need to evidence in order to be successful. Candidates should choose the pathway that **best aligns to the experience** they have accrued over a number of years OR will gain from their current role. The following table provides guidance on which pathway may be most suitable. [Click on pathway name to view full RICS guide.](#)

RICS	What is this Pathway about?	Consider this pathway if your experience covers any of the following Career Framework roles	Example Core Competencies you will need to evidence (for full list see guide)
<a href="#">Building Surveying</a>	You are involved in all aspects of property and construction from supervising developments to planning extensions. This requires enhanced technical knowledge, e.g. in building conservation, design and dilapidations.	<b>Property &amp; Construction Project Management</b> <b>Design</b> <b>Fire Health &amp; Safety</b> <b>Maintenance Management</b>	Building pathology; Construction tech & env services; Contract administration; Design & specification; Inspection; Legal/regulatory compliance; Fire safety
<a href="#">Commercial Real Estate</a>	You work within areas such as retail, office, industrial and leisure. Your key areas of activity can include purchase, sale, leasing, property and asset management, landlord and tenant relationships, valuation, property investment advice and development appraisals.	<b>Property Director/Head of Estates</b> <b>Property Portfolio Management</b> <b>Acquisitions &amp; Disposals</b> <b>Valuation</b>	Inspection; Measurement; Valuation
* <a href="#">Corporate Real Estate</a>	You play a role in the whole lifecycle of an organisation's property portfolio. Responsibilities include the analysis & strategic planning of property requirements & managing property in a way that ensures it is occupied to its maximum benefit.	<b>All Property Leadership Roles</b> <b>Estate Strategy</b> <b>Property Data Management</b> <b>Property Portfolio Management</b>	Business alignment or Strategic real estate consultancy; Business case; Landlord and tenant or Property management; Valuation
<a href="#">Land &amp; Resources</a>	You provide advice across the entire land & property lifecycle, e.g. land registration / mapping, management, development, remediation and re-use. Your role is to balance the need for assets with the limits of the planet's natural resources, utilising technology & dispute resolution skills to achieve results.	<b>Property Data Management</b> <b>Property Portfolio Management</b> <b>Acquisitions &amp; Disposals</b> <b>Planning &amp; Development</b> <b>Rural Management</b>	<i>Various including:</i> Access & rights over land; Development/project briefs; Landlord & tenant; Legal/regulatory compliance; Mapping; Measurement; Planning; Property manag'mt; Valuation
* <a href="#">Planning &amp; Development</a>	You promote the use of effective land management and administration as one of the primary drivers behind sustainable development. This is not only about the physical aspects of the built and natural environment, but also the social, economic and environmental aspects.	<b>Planning &amp; Development</b>	Development appraisals; Planning & development management or Spatial planning policy & infrastructure; Legal/regulatory compliance; Valuation; Measurement; Surveying and mapping

# Step 4: Choosing your route

## RICS - Choosing your Pathway (Page 4 of 6)



Good fit for roles in:  
Property Leadership  
Strategic Asset Management  
Technical Specialisms: Surveying



Accreditation Standard		RICS Pathway	What is this Pathway about?	Consider this pathway if your experience covers any of the following Career Framework roles...	Example Core Competencies you will need to evidence (for full list see guide)
1	ID Role	<a href="#">Project Management</a>	You occupy a central role in the development process driving successful completion of construction projects. From developing the project brief to selecting, appointing and coordinating project teams, you represent clients through the full construction programme.	<a href="#">Property &amp; Construction Project Management</a> <a href="#">Cost Management</a>	Contract practice; Development/project briefs; Leading projects/people/teams; Managing projects; Programming & planning; Construction technology & environmental services; Procurement & tendering; Project finance
		<a href="#">Quantity Surveying</a>	You are the cost manager for construction projects. This includes the capital expenditure phase of a building or facility, from feasibility to design and construction. You can also be involved with extensions, refurbishment, maintenance and demolition of a facility. Your experience may be in any property type, e.g. office, agricultural, retail etc.	<a href="#">Property &amp; Construction Project Management</a> <a href="#">Cost Management</a>	Commercial mang't (of construction works) or Design economics & cost planning; Construction technology & env services; Contract practice; Procurement & tendering; Project finance; Quantification & costing (of construction works)
		<a href="#">Residential</a>	You specialise in one or more of the following services: sale, purchase or lettings, residential development, planning, investment or lending, property management, surveys, or valuation. Your focus may be on single private dwellings, residential blocks, social housing or large community developments.	<a href="#">Property Portfolio Management</a> <a href="#">Residential Management</a> <a href="#">Valuation</a>	Various to choose from including: Inspection; Housing Management & policy; Inspection; Leasing & Letting; Property Management; Housing Strategy & Provision (see here for full list of competencies)
4	Professional Body	<a href="#">*Rural</a>	You understand how the countryside works. Your skills apply across agriculture, rural estate management, landscape, valuation, auctioneering & asset management. You enable the rural economy to flourish through professionalism, technical expertise, business acumen, advocacy and leadership in the rural community.	<a href="#">Rural Management</a>	Agriculture; Management of the natural environment and landscape; Property management; Valuation.
		<a href="#">Valuation</a>	You will produce high quality valuations based on robust practice standards. They form the basis of performance analysis, financing decisions, transactional or development advice, dispute resolution, taxation and various statutory applications.	<a href="#">Property Portfolio Management</a> <a href="#">Acquisitions &amp; Disposals</a> <a href="#">Valuation</a>	Inspection; Measurement; Valuation
3	Choose Route				
Case Studies					

Note: Guidance is only provided on [10 Sector Pathways](#). Candidates may wish to consider other pathways relevant to their experience. [Further info can be found here.](#)

\* Can only be followed to gain MRICS and not AssocRICS accreditation

# Step 4: Choosing your route

Royal Institution of Chartered Surveyors (RICS) (Page 5 of 6)



**Good fit for roles in:**  
 Property Leadership  
 Strategic Asset Management  
 Technical Specialisms: Surveying



Government  
 Property  
 Function

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 Body

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 Route

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#	GPP Route type	RICS route name	Entry Requirements	Likely job levels suitable	High level description	Estimated Duration	Indicative cost	Outcome	Link	GPP Case Study	GPP Support
1	Direct Entry	Direct Entry	Membership of an equivalent property or built environment professional body	Practitioner Senior Practitioner Senior Leader	Questionnaire Written evidence Professional discussion	6-9 months	£1,000	MRICS	<a href="#">Direct Entry</a>		No
2	Professional Experience Route	Senior Professional Assessment	10 yrs relevant experience OR 5+ yrs AND postgrad degree	Senior Practitioner Senior Leader	Application with CV 3 x Case Studies Professional Interview	6-10 months	£760	MRICS	<a href="#">SPA</a>		Yes - annual cohort for SCS and G6
3	Professional Experience Route	Specialist Assessment	10 yrs relevant experience OR 5+ yrs AND postgrad degree	Practitioner Senior Practitioner Senior Leader	Application with CV 3 x Case Studies Professional Interview	6-10 months	£760	MRICS	<a href="#">Specialist</a>		No
4	Professional Experience Route	APC (No Structured Training)	10 yrs relevant experience AND RICS accredited degree	Practitioner Senior Practitioner	Summary of Experience against competencies Case Study Professional Interview	6-10 months	£824	MRICS	<a href="#">APC</a>		No
5	Training Route	APC (12 months Structured Training)	5 to 9 years relevant experience AND a RICS accredited degree	Practitioner Senior Practitioner	Summary of Experience against competencies Case Study Professional Interview	12-16 months	£824	MRICS	<a href="#">APC</a>		No
6	Training Route	APC (24 months Structured Training)	Less than 5 years relevant experience AND a RICS accredited degree	Practitioner Senior Practitioner	Summary of Experience against competencies Case Study Professional Interview	24-28 months	£824	MRICS	<a href="#">APC</a>		No

# Step 4: Choosing your route

## Royal Institution of Chartered Surveyors (RICS) (Page 6 of 6)



**Good fit for roles in:**  
 Property Leadership  
 Strategic Asset Management  
 Technical Specialisms: Surveying



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#	GPP Route type	RICS route name	Entry Requirements	Likely job levels suitable	High level description	Estimated Duration	Indicative cost	Outcome	Link	GPP Case Study	GPP Support
7	Professional Experience Route	APC (Preliminary Review)	At least 5 years relevant experience AND any degree	Practitioner Senior Practitioner Senior Leader	Summary of Experience against competencies Case Study Professional Interview	6-10 months	£921	MRICS	<a href="#">APC</a>		No
8	Training & Qualification Route	MSc Apprenticeship & APC	Any Bachelors degree (2:2 min) GCSE Eng & Maths at Grade C (L4) or above	Practitioner Senior Practitioner	Property MSc Plus APC application, i.e. Summary of Experience against competencies Case Study Professional Interview	32 months	MSc & APC are levy funded	MRICS	<a href="#">UCEM MSc</a>		Yes - <a href="#">GPP pack</a> . Purchase options on <a href="#">Dynamic Marketplace</a>
9	Training & Qualification Route	BSc Apprenticeship & APC	96 UCAS pts (or equivalent inc L3 surveying qualification) GCSE Eng & Maths at Grade C (L4) or above	Practitioner Senior Practitioner	Property BSc Plus APC application, i.e. Summary of Experience against competencies Case Study Professional Interview	57 months	BSc & APC are levy funded	MRICS	<a href="#">UCEM BSc</a>	 	Yes - <a href="#">GPP pack</a> . Purchase options on <a href="#">Dynamic Marketplace</a>
10	Training & Qualification Route	Level 3 Apprenticeship & AssocRICS	5 GCSEs (inc Eng & Maths) at Grade C (L4) or above or equivalent L2 qualification	Foundation Practitioner Practitioner	Level 3 Qualification Plus AssocRICS application, i.e. Summary of Experience against competencies Case Study	24-26 months	L3 qual & APC are levy funded	AssocRICS	<a href="#">L3 Assoc</a>		Yes - <a href="#">GPP pack</a> . Purchase options on <a href="#">Dynamic Marketplace</a>
11	Qualification Route	AssocRICS	1 years exp plus degree OR 2 yrs exp & L2 qual OR 4 yrs experience	Foundation Practitioner Practitioner	Summary of Experience against competencies Case Study	6-10 months	£477	AssocRICS	<a href="#">Assoc</a>		No

# Step 4: Choosing your route

Institute of Workplace and Facilities Management (IWFM) (Page 1 of 5)

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**IWFM Membership level summary.** For further information visit the [IWFM website](https://www.iwfm.org.uk).



**Affiliate:**  
 Open to all

**Associate:**

- 2+ years FM / workplace experience
- OR
- 1+ year FM / workplace experience
  - Level 2 qualification in a relevant topic

**Member:**

- 5+ years FM / workplace experience
  - 3+ years managerial level
- OR
- 2+ years FM / workplace experience at a managerial level
  - Level 4 Diploma in a relevant topic

**Certified (GPP Accreditation Standard):**

- 10+ years FM / workplace experience
  - 3+ years at a strategic level
- OR
- 3+ years FM / workplace experience
  - 2+ years at a managerial level
  - Level 6 Diploma in a relevant topic, or chartered status with a relevant professional body

# Step 4: Choosing your route

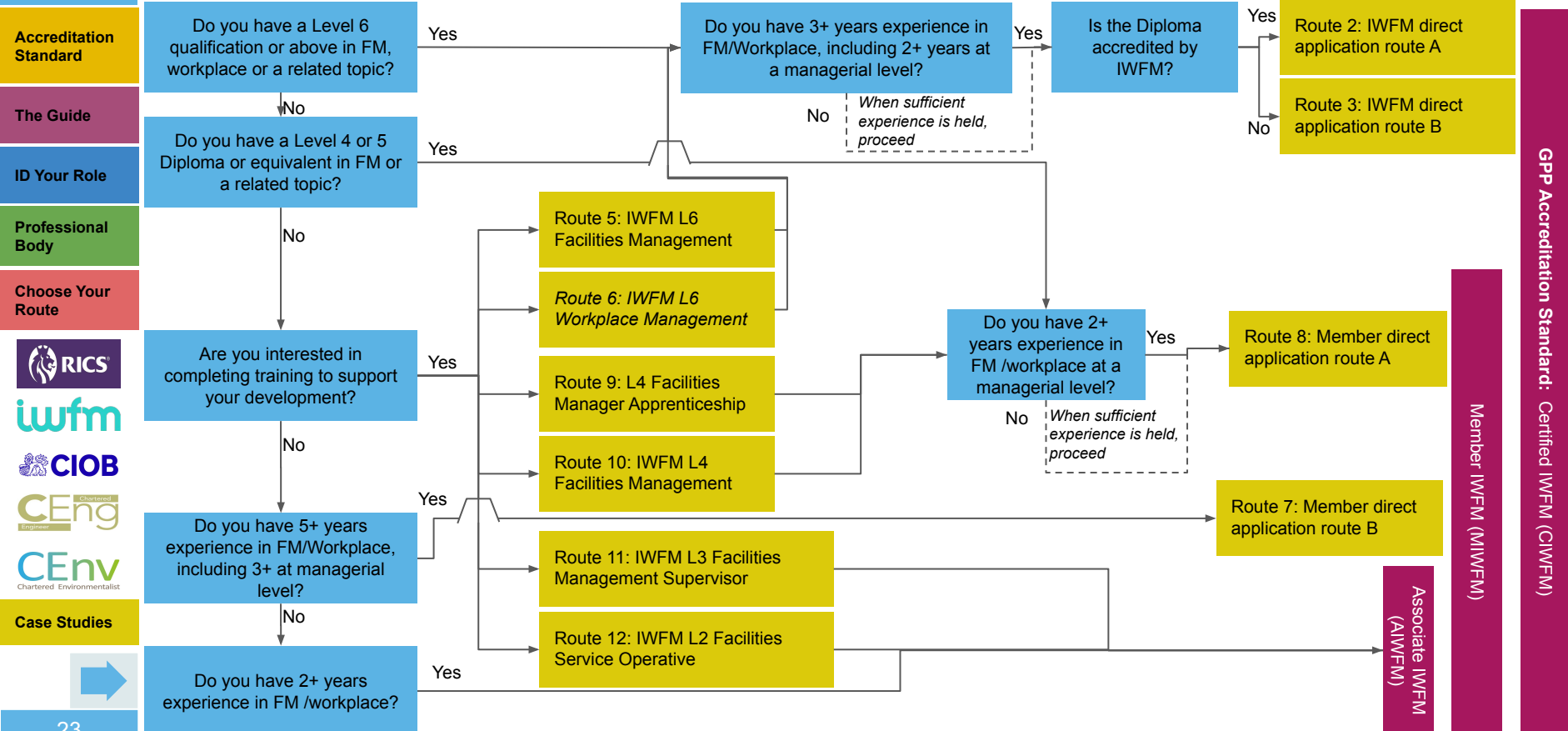
Institute of Workplace and Facilities Management (IWFM) (Page 2 of 5)



Good fit for roles in:  
Property Leadership  
Workplace and FM  
Maintenance Management



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Gpp Accreditation Standard: Certified IWFM (CIWFM)

Member IWFM (MIWFM)

Associate IWFM (AIWFM)

# Step 4: Choosing your route

Institute of Workplace and Facilities Management (IWFM) (Page 3 of 5)

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









Case Studies

#	GPP Route type	IWFM route name	Entry Requirements	Likely job levels suitable	High level description	Estimated Duration	Indicative cost	Outcome	Link	GPP Case Study	GPP Support
1*	Professional Experience route	Professional Competency route	10 years experience in FM/Workplace, with the last 3 year at a strategic level OR, Holds a L4 or L5 qualification with experience	Senior Leader Senior Practitioner	Multiple choice questionnaire Written portfolio of evidence Professional discussion	6-9 months	£1,000	CIWFM	<a href="#">IWFM plan to launch 2023</a>		Planned for 2023
2	Upgrade or transfer route	Route A	IWFM L6 Diploma 3 years' workplace/FM experience, with 2 at managerial level	Practitioner Senior Practitioner	Short application including current job description and CV	2-3 months	£100	CIWFM	<a href="#">CIWFM</a>		No
3	Upgrade or transfer route	Route B	FM or related qualification at L6 or above** 3 years' workplace/FM experience, with 2 at managerial level	Practitioner Senior Practitioner	Short application including current job description and CV Evidence of qualification	2-3 months	£100	CIWFM	<a href="#">CIWFM</a>		No
4	Upgrade or transfer route	Route B	Chartered status with a recognised professional body**	Practitioner Senior Practitioner	Short application including current job description and CV Evidence of other membership	2-3 months	£100	CIWFM	<a href="#">CIWFM</a>		No

\*Route is currently not available. GPP is working with IWFM and route is planned to be available in 2023.

\*\*Email [civfmroute@iwfm.org.uk](mailto:civfmroute@iwfm.org.uk) to check whether your L6 qualification or existing professional body chartership is accepted.



# Step 4: Choosing your route

Institute of Workplace and Facilities Management (IWFM) (Page 4 of 5)



Good fit for roles in:  
Property Leadership  
Workplace and FM  
Maintenance Management



Government  
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Function

## Qualifications to access [Route 2](#) to CIWFM

#	GPP Route type	IWFM route name	Entry Requirements	Likely job levels suitable	High level description	Estimated Duration	Indicative cost	Outcome	Link	GPP Case study	GPP Support?
5	Qualification route	L6 Diploma in FM	Aimed at Senior FM, CV reviewed on application	Senior Practitioner Practitioner	Blended learning course covering planning, strategy and change	6-9 months	Supplier dependant	L6 Diploma	<a href="#">IWFM content summary</a>		No
6*	Qualification route	L6 Diploma in Workplace Leadership	Aimed at Senior FM and Workplace professionals, CV reviewed on application	Senior Practitioner Practitioner	Blended learning course covering workplace leadership, insight and change.	6-9 months	Supplier dependant	L6 Diploma	<a href="#">News article</a>		No

## Routes to Member IWFM. Once launched and with sufficient experience, these can be upgraded to CIWFM using the [Professional Competency Route 1](#)


#	GPP Route type	IWFM route name	Entry Requirements	Likely job levels suitable	High level description	Estimated Duration	Indicative cost	Outcome	Link	GPP Case Study	GPP Support
7	Experienced route	MIWFM Route B	5+ years FM / workplace experience, with 3+ at managerial level	Senior Practitioner Practitioner	Short application including current job description and CV	1-2 months	£100	MIWFM	<a href="#">MIWFM</a>		No
8	Qualification route	MIWFM Route A	Level 4 diploma in facilities or related qualification 2+ years managerial experience	Senior Practitioner Practitioner	Short application including current job description and CV	1-2 months	£100	MIWFM	<a href="#">MIWFM</a>		No

\*Route is currently not available. GPP is working with IWFM and route is planned to be available in 2023.

# Step 4: Choosing your route

Institute of Workplace and Facilities Management (IWFM) (Page 5 of 5)

## Pathways to IWFM membership

#	GPP Route type	IWFM route name	Entry Requirements	Likely job levels suitable	High level description	Estimated Duration	Indicative cost	Outcome	Link	GPP case study	GPP Support
9	Apprenticeship route	L4 Facilities Manager	Currently in a role accountable for FM services including procurement, H&S and team management. GCSE English and Maths 3 to 1 or D to G to start, 9 to 4 or A* to C by end	Practitioner	This apprenticeship enables learners to make sure that buildings and their services meet the needs of the people that work in them.	24 months	Levy funded in England	L4 Diploma in FM Member IWFM	<a href="#">IWFM</a>		Yes - <a href="#">GSoP pack</a> . Purchase options on <a href="#">Dynamic Marketplace</a>
10	Qualification route	L4 Diploma in FM	None	Practitioner Foundation Practitioner	Develops a broad understanding of the profession including solving complex non-routine problems	Varied	£5000	L4 Diploma in FM	<a href="#">IWFM</a>		No
11	Apprenticeship route	L3 Facilities Management Supervisor	Currently in an FM supervisory role e.g. H&S, procurement, risk GCSE English and Maths 9 to 4 or A* to C by end of course	Practitioner Foundation Practitioner (EO)	This apprenticeship enables learners to manage the working environment for an organisation's employees and services within industrial and commercial buildings.	18-24 months	Levy funded in England	L3 Diploma in FM Associate IWFM	<a href="#">IWFM</a>		Yes - <a href="#">GSoP pack</a> . Purchase options on <a href="#">Dynamic Marketplace</a>
12	Apprenticeship route	L2 Facilities Services Operator	Currently in an FM role supporting customers GCSE English and Maths 9 to 4 or A* to C by end of course	Foundation Practitioner	This apprenticeship enables learners to provide facilities services support to customers and facilities management departments.	12 months	Levy funded in England	L2 Facilities Principles Certificate Associate IWFM	<a href="#">IWFM</a>		Yes - <a href="#">GSoP pack</a> . Purchase options on <a href="#">Dynamic Marketplace</a>

Accreditation Standard

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3 Choose Route





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# Step 4: Choosing your route

Chartered Institute of Building (CIOB) (Page 1 of 3)



Good fit for roles in:  
Property Leadership  
Property and Construction Project Management  
Technical Specialisms: Cost Management



Accreditation Standard

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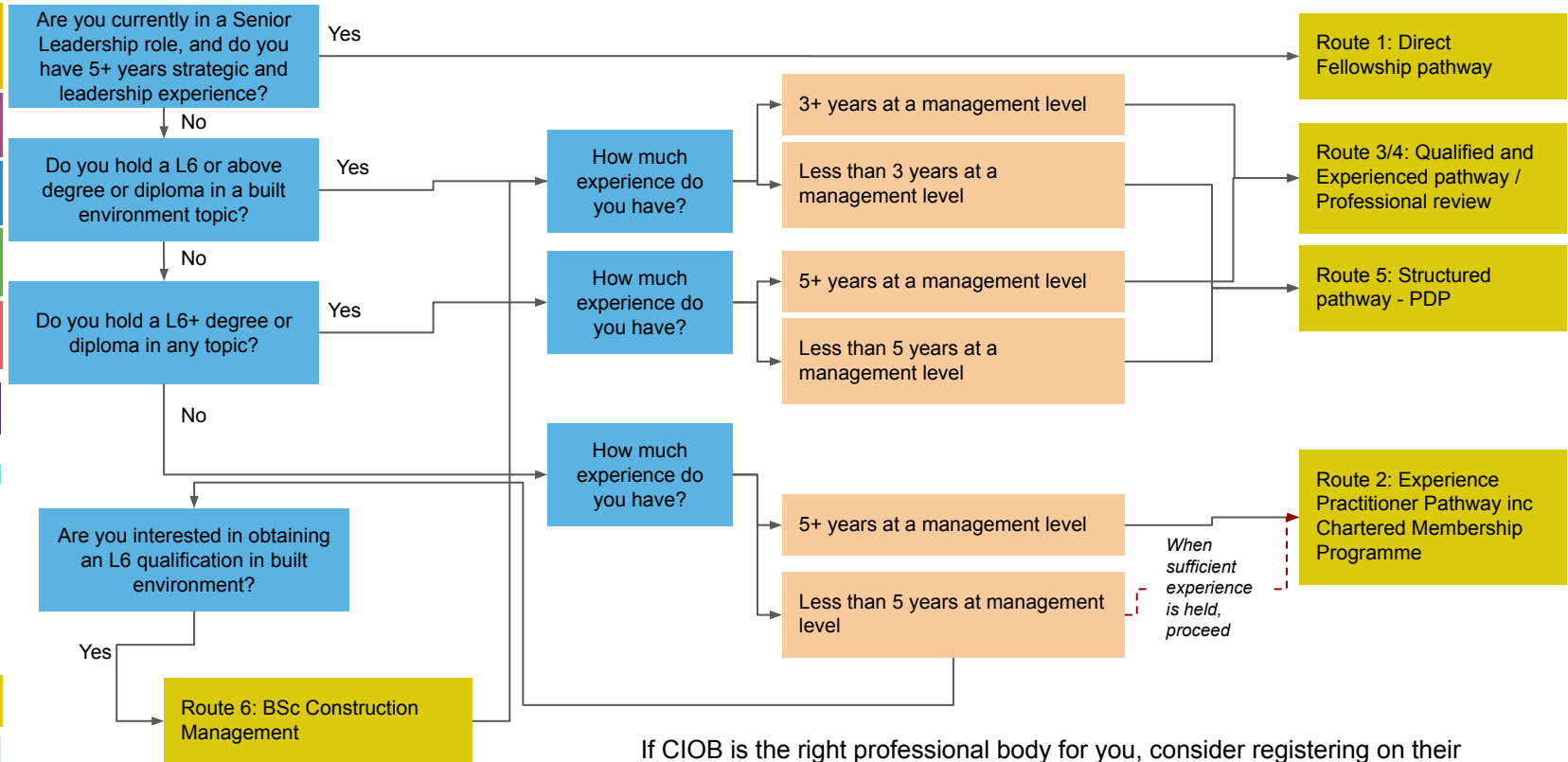
1 ID Role

2 Professional Body

3 Choose Route




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If CIOB is the right professional body for you, consider registering on their website to access their [pathway finder](#) for further support on finding the right route to membership for you.

# Step 4: Choosing your route

## Chartered Institute of Building (CIOB) (Page 2 of 3)

Accreditation Standard	#	GPP Route type	CIOB route name	Entry Requirements	Likely job levels suitable	High level description	Estimated Duration	Indicative cost	Outcome	Link	GPP Case Study	GPP Support
The Guide	1	Professional Experience route	Direct Fellowship Pathway	5+ years experience leading people and organisations in a built environment context	Senior Leader	Fellowship workshop 6,000 written submission Panel interview	6 months	£1,000	Chartered Fellow (FCIOB)	<a href="#">CIOB</a>		Yes - annual cohort for SCS and G6
2	2	Training or Qualification route	Experienced Practitioner Pathway	5+ years management experience in built environment, without formal qualifications	Senior Practitioner Practitioner	Complete 6-month training programme - Chartered Membership Programme (CMP) Professional review including work experience and mapping of experience against competencies	12 months	£2,000	Chartered Member (MCIOB)	<a href="#">CIOB Academy</a>		No
Professional Body												
3	3	Professional Experience route	Qualified and Experienced pathway / Professional review (Accredited degree)	Accredited degree or L6/7 NVQ Diploma in Built Environment topic 3+ years management experience	Practitioner Senior Practitioner	Professional review including work experience and mapping of experience against competencies	6 months	£700	Chartered Member (MCIOB)	<a href="#">CIOB</a>		Yes - <a href="#">Accredited degrees available through CSL from UCEM</a>
Choose Route												
4	4	Professional Experience route	Qualified and Experienced pathway / Professional review (Any degree)	Any degree 5+ years management experience	Practitioner Senior Practitioner	Professional review including work experience and mapping of experience against competencies	6 months	£700	Chartered Member (MCIOB)	<a href="#">CIOB</a>		No
RICS iwfm CIOB CEng CEnv												
Case Studies												



# Step 4: Choosing your route

## Chartered Institute of Building (CIOB) (Page 3 of 3)

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#	GPP Route type	CIOB route name	Entry Requirements	Likely job levels suitable	High level description	Estimated Duration	Indicative cost	Outcome	Link	GPP Support
5	Training or Qualification route	Structured pathway - PDP	Any Degree Less than 3 years management Must be in an operational built environment or construction management role	Practitioner Foundation Practitioner	Complete 12 modules providing a portfolio of evidence to demonstrate competencies CPD log Final assessment	1-3 years	£700	Chartered Member (MCIOB)	<a href="#">CIOB PDP</a>	No

### Related options to support development towards MCIOB

#	GPP Route type	CIOB route name	Entry Requirements	Likely job levels suitable	High level description	Estimated Duration	Indicative cost	Outcome	Link	GPP Support
6	Training or Qualification	BSc Construction Management	96 UCAS points and English grade 4/C or above	Practitioner Senior Practitioner	Fully supported online, academic training course	4 - 4.5 years part time	£20k over programme duration	BSc Construction Management	<a href="#">UCEM</a>	Yes - available to purchase through CSL

# Step 4: Choosing your route

## Chartered Engineer (CEng) (Page 1 of 2)



Good fit for roles in:  
Property Leadership  
Property and Construction Project Management  
Technical Specialisms: Engineering, Maintenance



Government  
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Function

Accreditation  
Standard

Unlike RICS, IWFM and CIOB, Chartered Engineer is designation. It is awarded by a number of affiliated professional bodies. You must become a member with an affiliated professional body that best fits your experience in order to obtain Chartered Engineer.

The Guide

Routes to Chartered Engineer (CEng), Incorporated Engineer (IEng) and Engineering Technician (EngTech) are supported by Government Science and Engineering (GSE) Profession. GSE partner with a range of professional bodies, including Institute of Engineering and Technology (IET), Institute of Civil Engineering (ICE) and Institute of Mechanical Engineers (IMechE), who are likely to be the most relevant for Engineers working in Property. [Please sign up](#) to receive information from GSE, including supported routes to accreditation in engineering. Join the [Knowledge Hub group](#) to access guidance and support to become a Chartered Engineer, including recorded webinars by IET, ICE and IMechE explaining routes to CEng within their institution.

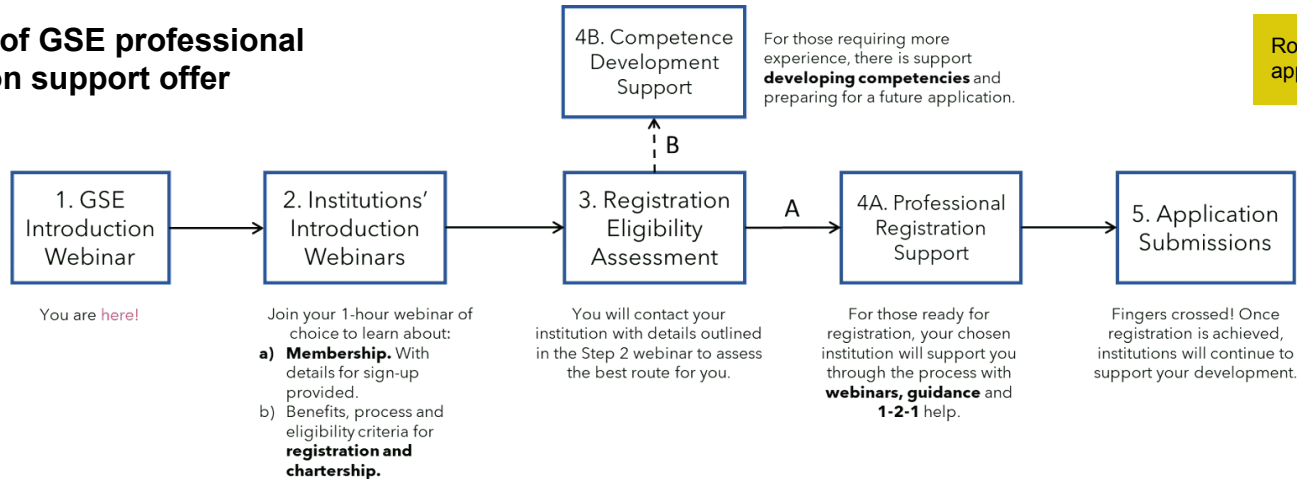
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3 Choose  
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### Overview of GSE professional recognition support offer

Route 2: Chartership application pathway



Case Studies



# Step 4: Choosing your route

## Chartered Engineer (CEng) (page 2 of 2)



**Good fit for roles in:**  
 Property Leadership  
 Property and Construction Project Management  
 Technical Specialisms: Engineering, Maintenance



Government  
 Property  
 Function

Unlike RICS, IWFM and CIOB, Chartered Engineer is designation. It is awarded by a number of affiliated professional bodies. You must become a member with an affiliated professional body that best fits your experience in order to obtain Chartered Engineer.

#	GPP Route type	CEng route name	Entry Requirements	Likely job levels suitable	High level description	Estimated Duration	Indicative cost	Outcome	Link	Case Studies	GPP Support?
1	Upgrade or transfer	Chartered Engineer application	Existing chartered or full member of recognised institution including IMechE, ICE, IET, CABE, CIBSE	Practitioner Senior Practitioner Senior Leader	Apply for Chartered Engineer status Professional interview	3 months	Dependent on Professional body	CEng	<a href="#">GSE</a>	 	No
2	Professional Experience route	Engineering institution chartership application	Sufficient experience and academic qualifications to meet the standard set out by appropriate engineering professional body	Practitioner Senior Practitioner Senior Leader	Apply for chartered membership with chosen professional body Government Science and Engineering profession offer a range of support and have relationships with multiple institutions	Dependent on Professional body	Dependent on Professional body	CEng and chartered membership with an engineering body	<a href="#">GSE</a>		No - support programme offered by GSE. <a href="#">Sign up here for more info.</a>

Case Studies



# Step 4: Choosing your route

## Chartered Environmentalist (CEnv) (Page 1 of 4)



Good fit for roles in:  
Property Leadership  
Workplace Management  
Technical Specialisms: Environmental Sustainability



Government  
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Function

Accreditation  
Standard

Similar to Chartered Engineer, Chartered Environmentalist is a designation. It is awarded by a number of affiliated professional bodies including IEMA, CIOB, CIEEM (Chartered Institute of Ecology and Environmental Management), Chartered Institution of Wastes Management (CIWM), Energy Institute (EI) and Institution of Environmental Sciences (IES). You must become a member with an affiliated professional body that best fits your experience in order to obtain Chartered Environmentalist.

The Guide

1 ID Role

Government Property Profession, and many Government Departments, have a Corporate Partnership with IEMA. The most applications for CEnv are currently through IEMA, and it's broad remit fits well with a lot of sustainability roles in Government Property. As such, GPP are offering a supported route to CEnv with IEMA. For those without the experience to gain CEnv, we suggested finding the right membership level with IEMA to match your experience and support your development.

2 Professional  
Body

3 Choose  
Route

### IEMA Membership Level Summary

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iwfm

CIOB

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Chartered Environmentalist

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Student	Affiliate	Graduate GradIEMA	Associate AIEMA	Practitioner PIEMA	Full MIEMA	Fellow FIEMA
Insightful learning and opportunities.	Connect with our global alliance.	A launchpad for future leaders.	The gateway to sustainability skills.	Delivering operational efficiency.	Leaders driving organisational change.	Influential innovators challenging norms.

Aligns to CEnv and GPP Accreditation Standard

Use the [IEMA membership grade finder](#) for indication of the right membership grade for you.





# Step 4: Choosing your route

## Chartered Environmentalist (CEnv) (Page 2 of 4)

Accreditation Standard

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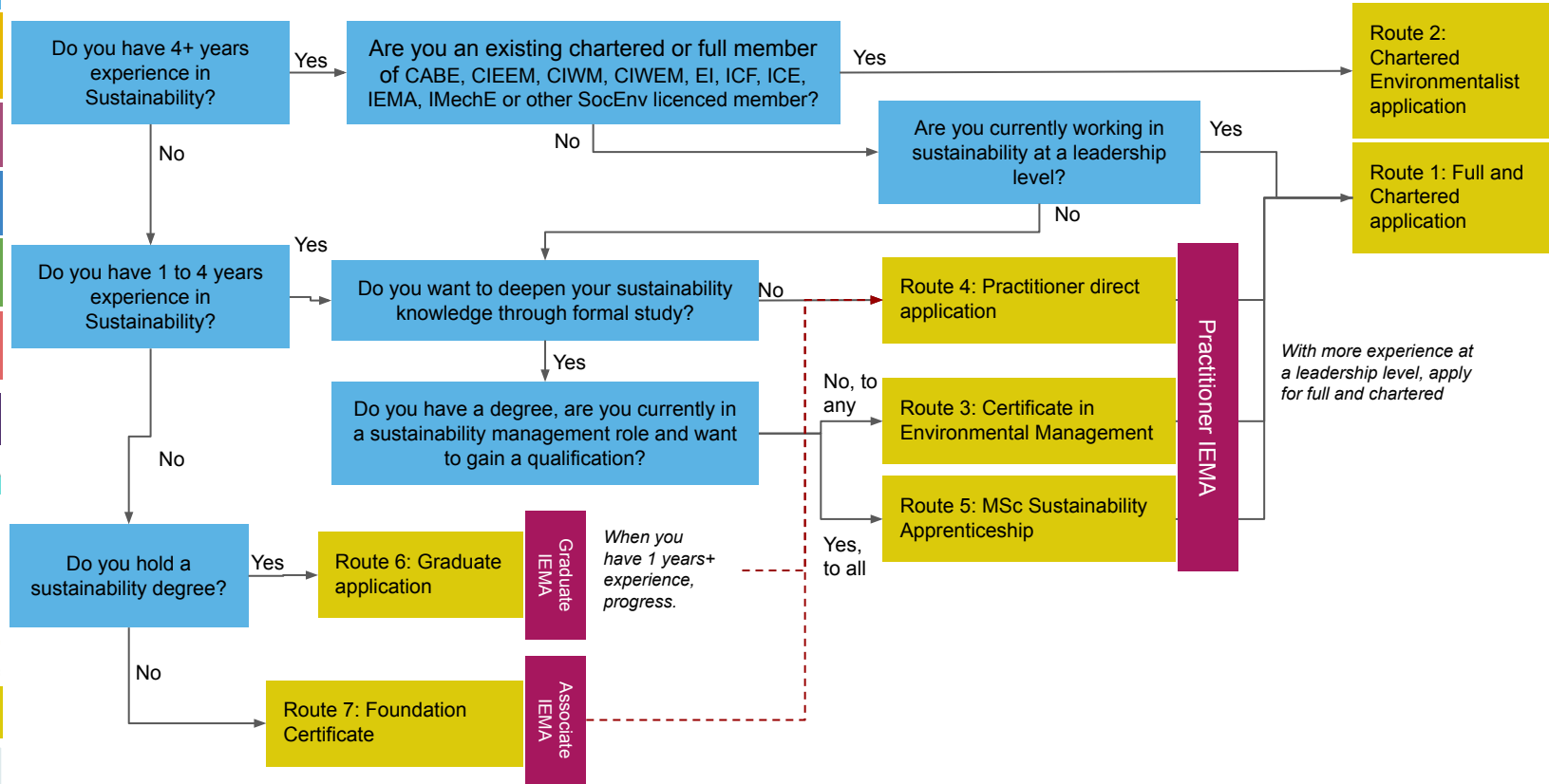
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GPP Accreditation Standard: Chartered Environmentalist



# Step 4: Choosing your route

## Chartered Environmentalist (CEnv) (Page 3 of 4)

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#	GPP Route type	Affiliated Professional body	Professional body route name	Entry Requirements	Likely job levels suitable	High level description	Estimated Duration	Indicative cost	Outcome	Link	GPP Case Study	GPP Support?
1	Professional Experience route	IEMA	Full membership with Chartered Environmentalist application	Significant experience in sustainability leadership	Senior Leader Senior Practitioner	2,000 written submission against 13 competencies Panel interview	3 months	£500	CEnv MIEMA	<a href="#">IEMA app</a>		Yes - <a href="#">supported cohort in pilot</a>
2	Upgrade or transfer	CABE CIEEM CIOB CIWM CIWEM EI ICF ICE IMechE	Chartered Environmentalist application	Existing Chartered Member of an affiliated institution: CABE, CIEEM, CIOB, CIWM, CIWEM, Energy Institute, ICF, ICE, IMechE	Practitioner Senior Practitioner Senior Leader	Apply for Chartered Environmentalist status Professional interview	2 months	£300	CEnv	<a href="#">Society for the Environment</a>		No



# Step 4: Choosing your route

## Chartered Environmentalist (CEnv) (Page 4 of 4)

### Related options to support development towards MIEMA

#	GPP Route type	IEMA route name	Entry Requirements	Likely job levels suitable	High level description	Estimated Duration	Indicative cost	Outcome	Link	GPP Support
3	Training or Qualification route	Certificate in Environmental Management	Foundation level environmental or sustainability knowledge gained through training or work experience	Practitioner	15 day formal training course 3 knowledge based assignments One assessment of competence	3 months	Supplier Dependent	PIEMA	<a href="#">Cert in Environmental Management</a>	No
4	Professional Experience route	Direct Study / Practitioner Application	Practitioner level work experience in environmental or sustainability	Practitioner	Online exam Written assessment	3 months	£300	PIEMA	<a href="#">PIEMA app</a>	No
5	Apprenticeship route	Sustainability Business Specialist (Level 7)	Role job maps to accreditation standard A degree	Senior Practitioner Practitioner	24 month apprenticeship programme. Help organisations to manage the resources they use and the waste they generate according to environmentally friendly principles.	3 years	Levy funded in England	AIEMA MSc Sustainability	<a href="#">Apprenticeship standard</a>	No
6	Training or Qualification route	Graduate membership	Relevant degree with substantial sustainability content	Practitioner Foundation Practitioner	Application demonstrating proof of graduation	1 month	£140	GradIEMA	<a href="#">GradIEMA</a>	No
7	Training or Qualification route	Foundation Certificate	None	Practitioner in other property disciplines Foundation Practitioner	5 day course giving foundation of environmental and sustainability knowledge to build on.	5 days	Supplier Dependent	AIEMA	<a href="#">Foundation Cert</a>	No

GPP has a corporate partnership with IEMA. If you are considering booking a course, please contact [gpp@cabinetoffice.gov.uk](mailto:gpp@cabinetoffice.gov.uk) to see if you can access a discount through the partnership.



Government  
Property  
Function

# Accreditation Case studies



We're transforming the public estate:  
building skills, driving value,  
and creating prosperity.

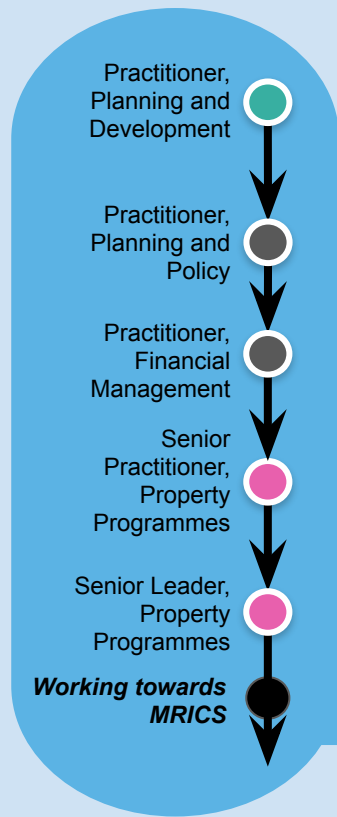
It's more than bricks and mortar.

# Accreditation Case Studies

## Working towards MRICS on the Corporate Real Estate pathway, via the Senior Professional route



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Angela leads the team in Office of Government Property running cross-government property programmes including One Public Estate, Better Buildings and Disposals. These projects facilitate partnerships across the public sector, improving the quality of FM service, building safety and condition, and releasing surplus property and land.

Starting as a Civil Servant on the Fast Stream, she has worked across various property, planning and policy roles. **She is now looking to 'qualify' her experience by becoming a Chartered Surveyor.**



Angela Harrowing, DD Property Programmes, Cabinet Office

### How have you found the Senior Professional route to MRICS?

It's been a very positive experience for me so far. It's good to be part of a cohort through the Government Property Profession programme, as we've been able to share notes and we've all had similar questions. It's been manageable alongside my busy day job, and I've had great support from my counsellor, RICS and the GPP team.

### What advice would you give to others considering this route?

My advice would be to treat accreditation like a project and get organised! Set time aside, read through the materials thoroughly and make good use of your counsellor.

### What benefits do you anticipate becoming MRICS will give you?

MRICS accreditation will give me the professional recognition of my expertise and experience. As well as giving stakeholders assurance that they are working with a professional, this will also broaden the scope of roles I could confidently apply myself to as my career progresses. I also work with a number of property professionals who have not considered RICS accreditation, and would like to be a role model for them and encourage them to follow me in gaining accreditation.

[Back to The Guide: Step 2](#)

# Accreditation case studies

## MRICS on the Commercial Real Estate pathway via the APC (no structured training) route



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### Tell us about your path to accreditation

I started out as a Marine Biologist working on remote desert islands, which was amazing but not forever. When I made the decision to come back to the UK, I got a job in the Southern Water Estates team in the most junior position on the team, and after 10 years was leading the team. SW supported me to get a postgraduate degree in General Surveying practice at UCEM, which I studied part time over 2 years. I got a new role in the private sector and was seconded to Network Rail, on the condition that I became Chartered in 2 years. I worked really hard to gain experience and knowledge in a number of areas where I had gaps, and succeeded in becoming Chartered. I went on to become a Senior Surveyor on Major Projects (Crossrail Ltd), and then onto Property Services Manager for the Southern Region.

### What benefits has becoming accredited given you?

Ultimately, it's about having the letters, it creates opportunities. Even with 10 years experience, I struggled to get roles without the Chartership. And now I look for it in the roles I'm hiring.

### How did you find your route to accreditation?

Tough. Graduates get a lot of support but as an experienced professional, there was a lack of structured help and a need to go out and source the opportunities to meet the APC requirements. Work / life balance is also a challenge, as you have a responsible, busy job with potentially more going on outside of work as well.

### What advice would you give to others considering this option?

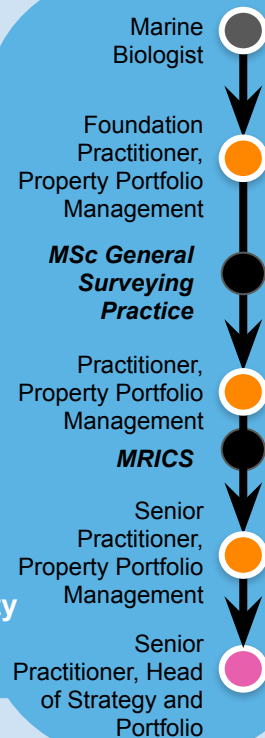
Get organised - have a spreadsheet with all the competencies on at the level you need. Agree to study time with your manager. Enlist family and friends to help you prepare!

**Lynsey leads complex major transport projects** at DfT, influencing land acquisition programmes to advocate best practice in land assembly and wider regeneration opportunities. She works with projects including HS2 and East West Rail to ensure statutory compliance, fairness to complaints and value for money for the taxpayer.

**Lynsey became a Chartered Surveyor after studying part time for a RICS accredited postgraduate degree and taking her APC via the experienced route without structured training.**



**Lynsey Wheater**  
**MRICS, Portfolio**  
**Lead: Major**  
**Projects, Property**  
**Advisory and**  
**Delivery, DfT**



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# Accreditation Case Studies

## MRICS on the Project Management Pathway, APC Structured Training route

Accreditation Standard

The Guide

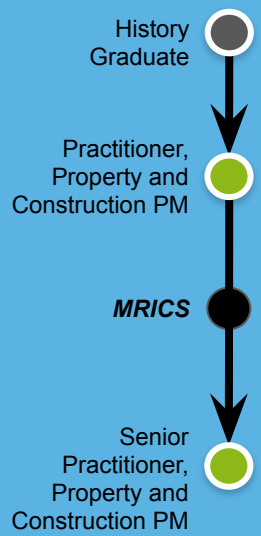
1 ID Role

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**Laura is a Project Manager in the School Rebuilding Division** of the Department for Education. She currently manages five projects, from whole school replacement to refurbishment works on existing buildings.

After completing her BA History in 2017, Laura joined a built environment consultancy firm on their graduate scheme. Through this she studied an **MSc in Construction Project Management** and with the **structured training route became qualified in summer 2020**. Shortly after qualifying she started her current role at DfE.

**Laura Murray**  
MRICS,  
Project  
Manager, DfE



**What benefits has becoming MRICS accredited given you?** Sitting the RICS assessment tests your competence. It forces you to get experience in all areas of your job, which really increased my confidence in my role, as I felt like there was nothing that could come up which I hadn't had some involvement in before. It also made me more confident in dealing with aspects of the job that I didn't have experience in i.e. I'd never had to terminate a contract before or manage a team member who was under-performing, but by learning about the key provisions of contracts and about management theory, I felt confident that I would be able to deal with these sorts of scenarios should I be required to in the future.

**How do you keep up to date?** Within DfE, there are smaller networks of RICS professionals, who meet on a regular basis and support new candidates as they progress through their chartered journey. These sessions are as useful for me as they are for the candidates, as it helps me refresh my knowledge on the competencies, draws my attention to new industry standards, regulations, contract changes which helps with my own continued professional development.

**How did you find your route to accreditation?** It is quite tough, especially for those newer to the industry with only a couple of years experience. However, it is very rewarding, and is worth the effort, as it forces you to become a more well-rounded professional.

**What advice would you give to others considering this option?** Before you start, read the competency guide for the pathway you are considering chartering through (project management, quantity surveying etc). Map this to your job role and think about what proportion of the competencies you think you could cover in your current job role, and what proportion you would need to actively seek experience in. Before signing up, discuss with your Line Manager, as you will need their buy-in to be able to shadow others or to work with other project teams to acquire the additional experience.

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# Accreditation case studies

## MRICS on the Commercial Real Estate Pathway, via the Level 3 and Level 6 Degree Apprenticeship



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### Tell us about the work of a Lead Valuer

Since qualifying I have had an influential part in producing valuations for the upcoming Non-Domestic Rating Revaluation 2023. As part of this role I will undertake work to defend and maintain the rating list on appeals as well as providing technical advice and support to current APC candidates at the VOA.

**What experience did you get over the course of your apprenticeships?** In my first two years, I gained the foundations of my knowledge in Council Tax and Non-Domestic Rating. Then through the L6, developed my understanding of property, when inspecting a range of property types for Non-Domestic Rating, and went onto work with District Valuer Services (DVS) during my final 18 months. I was provided with an abundance of expert supervision internally during my apprenticeship, while also having support from UCEM for my studies.

**What benefits has becoming Chartered given you?** I now have more responsibility and appreciation within my role, and I am also aware of the career progression available now I have qualified. I can also provide support to colleagues undertaking similar development routes, which I find fulfilling.

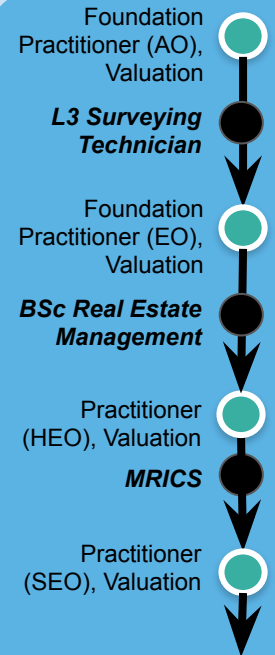
**What advice would you give to others considering this option?** I would recommend this route to anyone who has a desire to continue their learning and develop a passion in property. However, planning your time is very important across the apprenticeship, at the VOA you are given a study day every week, you must make the most of this in order to stay up to date with the UCEM degree.

**Joining from school, Richard started working at VOA as a Surveying Technician, where he has now progressed to Lead Valuer over a period of 8 years.**

By starting on the Surveying Technician Apprenticeship, Richard gained a L3 qualification. This allowed him to start the L6 Chartered Surveyor Apprenticeship, where he gained a variety of work experience throughout his study. He became a Chartered Surveyor in December 2021.



**Richard Hichens**  
MRICS, Lead Valuer, VOA



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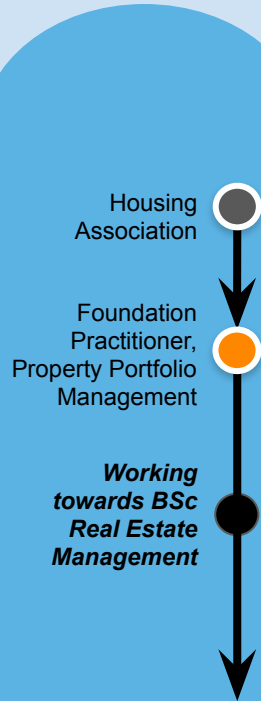


# Accreditation Case Studies

## Chartered Surveyor Level 6 Degree Apprenticeship on the Commercial Real Estate Pathway, leading to MRICS



Accreditation Standard
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Melissa started her career working for her local council and at a housing association. With this limited property sector experience, she successfully applied to become a Chartered Surveyor Apprentice at LocatEd.

Rotating through different departments in LocatEd, Melissa has gained experience in the technical and planning team, acquisitions, asset management and PMO. **Melissa's 6 year BSc Apprenticeship will allow her to get a degree alongside professional experience, and become MRICS.**



Melissa Love, Chartered Surveyor Apprentice, LocatEd

### Why did you choose an apprenticeship route to MRICS?

I decided to do an apprenticeship as I am a hands-on learner who wanted to earn whilst I learned amongst professionals in the property field. It allows me to understand the theory required in my role whilst developing workplace experience, which gives me real life experience of what to expect in the profession and role. The personal experiences are just as important and cannot be obtained from a degree. With university degrees at an all time high I am also grateful that my tuition is paid for and that I do not have to worry about the costs of this. The best of both worlds!

**How has your apprenticeship experience been so far?** It has been a challenge trying to balance work alongside with studying part time, however, with dedication and focus I feel like nearly 3 years on I am starting to get the hang of this. And there is support available - if I am ever stuck there is a 99% chance that I can ask someone who is an expert in their field for tips and tricks.

**What would you say to others considering an apprenticeship?** I would recommend apprenticeships because the experience is invaluable, you are one step ahead of those that have come fresh out of university with no experience, by the time I am finished I would have been working in the profession for 6 years. With course fees covered and a guaranteed step into the door what is there not to recommend about apprenticeships. Get applying!

# Accreditation case studies

## Chartered Quantity Surveyor Degree Apprenticeship, leading to MRICS

Accreditation  
Standard

**What have you enjoyed most about your apprenticeship so far?** Working across a wide range of teams and being able to interact with different people from different disciplines and backgrounds. Site visits to the various parts of the MOD estate are always exciting; I have found that MOD sites almost always have an interesting background and history. Since starting at the DIO in September 2018 I have been involved with a range of exciting projects. I have been involved with the procurement of Facilities Management Contracts such as the Future Defence Infrastructure Services (FDIS) contracts, Rented Living Accommodation Project (RLAP), Overseas Prime Contracts (OPC). I have also had the opportunity to work on Capital Works Projects such as the resurfacing of RAF Shawbury's Runway.

The Guide

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**What support have you received through your apprenticeship?** DIO has provided a range of support including training courses, opportunities to work in different departments, and a mentor whom I meet with regularly to help build my knowledge around all aspects of Chartered Quantity Surveying. The Government Property Profession also holds regular meetings for Surveying Apprentices focused on Chartership; these meetings give you a chance to meet other apprentice Surveyors from various areas of the public sector and share knowledge and experiences.

RICS

iwfm

CIOB

CEng  
Chartered Engineer

CEnv  
Chartered Environmentalist

**Would you recommend an apprenticeship to others?** Yes, the ability to apply my learning as I go to my job has strengthened my competencies as a Quantity Surveyor and supported my progression. Working alongside experienced practicing Quantity Surveyors has given me a comprehensive learning experience that I would absolutely recommend.

Case Studies

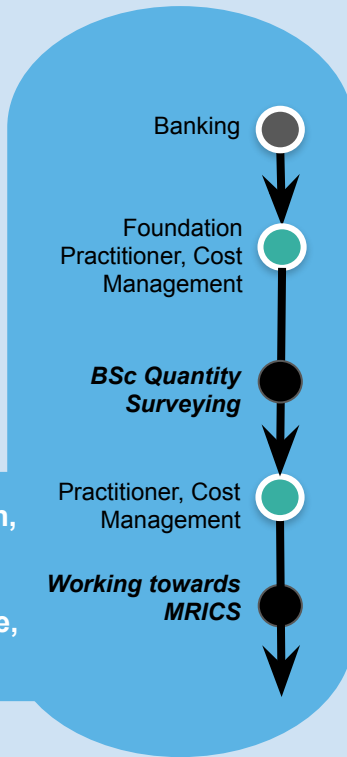


**Nick is a Quantity Surveyor Apprentice** in the Defence Infrastructure Organisation. Working across one of the UK's largest and most varied estates, this apprenticeship has provided him with the opportunity to work on a number of exciting projects both in the UK and Overseas.

**Successful completion of the 5 year apprenticeship will give Nick a degree in Quantity Surveying, and accredited status with the RICS (MRICS).**



Nick Smith,  
Quantity  
Surveying  
Apprentice,  
DIO



# Accreditation Case Studies

## Certified IWFM via the Professional Competence route

Accreditation  
Standard

The Guide

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RICS

iwfm

CIOB

CEng  
Chartered  
EngineerCEnv  
Chartered Environmentalist

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Foundation  
Practitioner,  
Office AdminFoundation  
Practitioner,  
Residential  
ManagementPractitioner,  
Residential  
Management

CIWFM

Following a brief early career in the RAF, **Debbie joined the Defence Housing Executive** in 1998. Starting as an Admin Assistant, she has progressed to her current position as Area Housing Estate Manager, where Debbie manages a dispersed team to ensure good quality and well maintained housing provision for military personnel across a wide geographical area.

Already a Member of the Chartered Institute of Housing (CIHM), **Debbie has chose to pursue CIWFM to support her continued professional development (CPD).**

**Deborah Hilton**  
CIWFM, Area  
Housing Estate  
Manager, DIO



### What benefits will becoming CIWFM accredited give you?

Gaining CIWFM will allow me to do current role to the best of my ability, whilst continuing to develop my leadership skills to better support the team. It will also help me to unlock future career opportunities, giving me access to more networking opportunities, future professional development and events.

### How will it support you in your current role?

It keeps you up to date with a whole range of areas that facilities management covers. It not only gives me the opportunity to develop my understanding and gain new skills, but will also give key stakeholders the confidence that I have the right aptitude and experience to deliver and support those who manage accommodation.

### What advice would you give to others considering this option?

The initial competency test was not something that I felt could be revised for, it's based on knowledge and experience. Personally, I found it best not to overthink it! The IWFM professional standards are essential reading material. A good understanding was invaluable in the professional discussion. Selecting the right portfolio of work to demonstrate your experience can be difficult if you have never undertaken a professional qualification. Read any guidance carefully and check you can cover all aspects of the requirement and seek further clarification if you're unsure.

### Was it worth it?

There are some hurdles to jump through which may appear daunting, but don't let these put you off. The opportunity to gain a professionally recognised qualification does take some effort but for those who seek a career within Facilities Management, this is a good way forward. If you have the opportunity to undertake this, do so.

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# Accreditation case studies

## IWFM L6 Diploma in Workplace Leadership, leading to Certified IWFM

Accreditation Standard

**Why did you decide to take the L6 Workplace Leadership?**  
Estates Senior Leaders in HMRC are keen to ensure all members of the Estates team have opportunity to develop themselves to become part of the Property Profession. When the L6 IWFM Diploma was first offered, it was clear to me that this was the one - it is the "Workplace" part of "Workplace & Facilities Management" that really resonates with me.

The Guide

ID Your Role

**How did you find formal study?** I attended the first classroom session with a high-level of expectation and with some trepidation. I must confess, at the end of that first session, where the learning objectives, outcomes, expectations, commitments, coursework, reading, etc. was laid bare before me I honestly felt like I was in over my head. It had been a long time since I was in education, and the approach for this Diploma was centred very much into the University way of doing things – I've never been to University, and I'd left school/college 34 years prior. Trying to bump start my 50+ year old brain back into academia was a real shock to my system. But the scheduling of the assignments and the availability and accessibility of the facilitators did so much to make this seemingly daunting task much more manageable. I re-engaged my academic mindset, and was able to make great use of the resources provided and found through my own research, to create assignments and develop the presentations needed for the qualification.

Professional Body

Choose Your Route



**What are the biggest thing you have taken from the qualification?**  
An appetite to learn more, and understand more about the many facets that form what is called "Workplace". Through researching my assignments, I've discovered a host of academic papers, articles and online videos that have given me practical ideas that I can apply. At the start of this journey I never once expected that I would be listening to "Workplace" related podcasts when out walking my dog in the park – but I am! CIWFM is a transferable and industry recognised accreditation too, so perhaps future opportunities may present themselves for me to move into a different part of my organisation, or even into another organisation. The accreditation has given me the confidence in my capability, and that it does really mean something to me.

Case Studies

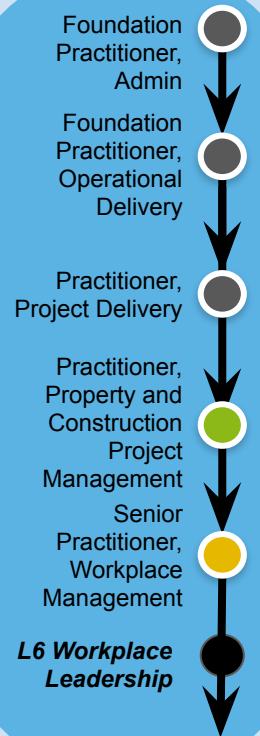


Joining HMC&E from school in 1988, Rob has worked in various roles throughout the organisation, before joining the Estates Function and subsequently the Estates Locations programme. **Rob's interest in future workplace was peaked, providing workplaces that would help colleagues to work better** by providing the accommodation and technologies they need.

In 2020, he was promoted to his current role as User Experience Workplace Review Lead. The **IWFM L6 Workplace Leadership has given Rob the confidence to drive forward improvements in the standard of workplaces for HMRC.**



**Rob Short**  
CIWFM, User Experience Workplace Review Lead, HMRC

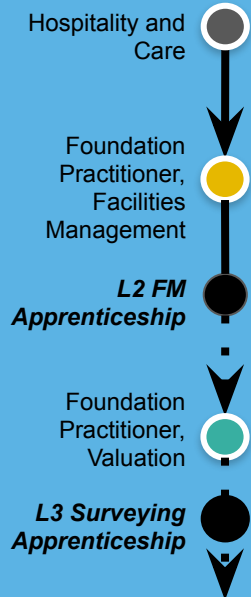


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# Accreditation Case Studies

## Level 2 Facilities Services Operative Apprenticeship, leading to Associate IWFM

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**Nataša was a Facilities team member in the Defra Bristol hub when she completed her L2 FM apprenticeship.** Joining from a background in Hospitality and Care, Facilities Services has allowed Nataša to continue her passion to improving people's lives.

Feeling ready to take the next step in her career, **Nataša recently applied to the VOA to join on their L3 Surveying Technician Apprenticeship intake, and looks forward to the opportunities becoming AssocRICS will open for her.**

**Nataša Twilley,**  
Facilities Team  
Member, Defra



**How has your FM apprenticeship supported you doing your current role?** During my apprenticeship Defra provided me with a lot of support. I was able to shadow colleagues, attend a wide range of training courses and volunteer for opportunities within the wider organisation. I also managed to assist another government departments during the pandemic alongside my apprenticeship under the guidance of my Line Manager and gained valuable experience in the process. The apprenticeship has given me the opportunity to learn and apply what I've learnt in a supported environment, and to connect with people to share ideas and knowledge.

**How did you find studying whilst working?** I initially found it tough to juggle work, studies, and home life simultaneously, but once I organised my routine and used methods to keep me on track, I found it manageable. Defra were also very supportive giving me sufficient time to complete my modules and assignments.

**What advice would you give to others considering an apprenticeship?** I would say grasp the opportunity and put yourself out there to volunteer for initiatives within the workplace. These experiences add so much extra value to your apprenticeship. Also, it's a good idea to keep organised right from the start, which helped me later when I needed to provide evidence for my end point assessment.

**Congratulations on your move to VOA! What made you decide to switch to Surveying?** I have a secret passion for property prices and what affects them - I'm on Zoopla every day! My L2 FM apprenticeship increased my knowledge of buildings and has given me the confidence to apply. VOA offer clear career paths for surveyors, and I'm looking forward to becoming AssocRICS and the potential career paths this will open for me.

# Accreditation case studies

## Property Fast Stream on the IWFM route, leading to CIWFM

### Accreditation Standard

**What have you found most useful from your IWFM learning so far?** Understanding the entire machine that is Facilities and Workplace management, all that's involved in providing a safe and welcoming environment to work in that allows us to give our best. It's also allowed me to gain insight into how FM is run in the Private Sector and what we can learn and implement from that.

### The Guide

### ID Your Role

### Professional Body

### Choose Your Route



### Case Studies



**What do you think CIWFM will mean to you?** CIWFM will show that I do know my specialism and means I am working at the best professional level to support my colleagues and clients and customers of government workplaces. Coming from a non-technical background it will be amazing to be able to really have something showing that I am more than capable of doing my job well.

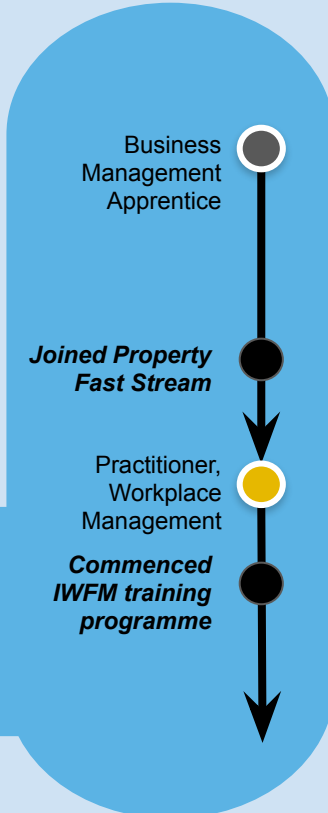
**What advice would you give to others considering Fast Stream?** The best advice for getting on to the Fast Stream is to do interview panels, they'll teach you what exactly recruiters and HR are looking for in their candidates and you'll learn what skills and talents are needed to be an innovative, senior leader in the Civil Service. Also apply, apply and apply again, it's four times more competitive than Oxford with an average acceptance rate of around 1.5% and it's not at all uncommon to get through on your second or third attempt, I didn't get a place the first time round, took a year to improve myself and got through the second time. The Fast Stream is currently paused for recruitment so if it's something you want to do you've now got a year to prepare for it!

**Cat joined the Civil Service as an apprentice in Business Management working for Cabinet Office** Public Records and Archives. His interest in property was sparked when he noticed colleagues getting distracted and losing productivity due to workplace issues, and **joined the Fast Stream in 2021 to work to increase colleagues' productivity and enhance well being** across different government departments.

**Fast Stream offers MRICS or CIWFM within 4 years', through a structured programme of training, development and work experience.** [Find out more here.](#)



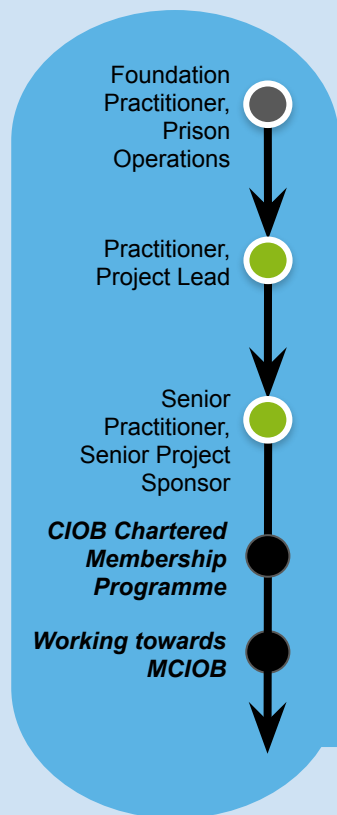
**Cat Charker,**  
Assistant  
Workplace  
Manager, GPA



# Accreditation Case Studies

## Chartered Membership Programme leading to MCIQB

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- Professional Body
- Choose Your Route
-  RICS
-  Iwfm
-  CIOB
-  CE<sub>ng</sub>
-  CE<sub>nv</sub>
- Case Studies



Following 20 years in operational roles in HM Prison Service, Phil was tasked with project managing the refurbishment of a prison wing and his interest in property and construction developed. A secondment opportunity allowed Phil to move to the MoJ Property Directorate and became Senior Project Sponsor on three major projects.

**Enrolling on to the CIOB Chartered Membership programme has allowed Phil to transition into his new role quickly** and expanded his knowledge of the industry he had moved into.



**Phil Bates,**  
Senior Project  
Sponsor, MoJ

**Tell us more about your current role.** As Senior Project Sponsor I appoint Professional Service Providers (cost consultants, client reps, Technical advisors) and deliver projects relating to the infrastructure & maintenance required on HMPPS prison establishments. My role starts from provision of a mandate, project feasibility and option appraisals, tendering and selection of constructor, delivering Outline and Full Business Case, review and sign of the project plan through to construction, handover and handing over to the asset to the end user.

**As a relatively new entrant to the construction industry, how did you find the course?** Challenging but rewarding. It helped me understand the industry I am working within and I was able to adapt to my new role, which was completely different from the jobs I had done for most of my working life. The course provided a sound base knowledge to apply at work, and my day to day work experience provided real life examples of how construction management works and not just in theory. I was on a steep learning curve, but without the CIOB accreditation it may have been even steeper. Although challenging on a personal level - I have not been in an academic environment since I left college in 1997 - it has given me confidence in my ability. Completing the training programme early this year with a merit, I now have a sound knowledge for the sector I work in, and am looking forward to applying for MCIQB in 2023 when I have met the experience threshold.

**What advice would you give to others considering this route?** Research and understand the course and ensure that you can commit the time required. I found that it can be quite challenging to find the time to study the subjects, especially as I do not have an extensive background in construction. However, taking this into account if you can provide the personal commitment and time to taking of this accreditation, I am sure it will be supremely informative and rewarding for you.

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# Accreditation case studies

## Chartered Environmentalist via application through MCIQB

### Accreditation Standard

**Tell us about your current role.** I work on the £4 billion prison expansion programme creating additional modern prison places. The latest four new prisons being built in England will use new green technologies and modern methods of construction to ensure our prisons cut carbon emissions as well as reoffending. The all electric design will use heat pumps, efficient lighting systems and thousands of solar panels, to reduce energy demand by half and cut carbon emissions by at least 85% compared to prisons already under construction and will produce net-zero emissions when the National Grid decarbonises. Future prison expansions will also be built to similar standards. The prisons will also aim for BREEAM Outstanding with Excellent as a minimum.

### The Guide

### ID Your Role

### Professional Body

### Choose Your Route



### Case Studies



### You are already a Chartered Member of CIOB, what made you decide to also become a Chartered Environmentalist?

As my role at the MoJ includes advising on sustainability standards and benchmarking for all new builds and refurbishments, it was important to me to demonstrate my environmental expertise. I am also part of the Government Property Profession (GPP) and use the resources available through this network to further develop my sustainability knowledge.

### What opportunities has being CEnv given you?

Since gaining CEnv accreditation I have also joined the team of specialist CEnv assessors at the CIOB reviewing the written applications as part of the process to assess against the professional competencies. As Construction professionals it is important to understand the environmental issues we are facing as an industry and to keep up to date with environmental legislation.

### What advice would you give others considering CEnv?

I would encourage other CIOB members working in sustainability to consider becoming Chartered Environmentalists to demonstrate their environmental expertise in the construction and built environment sector.

Prior to joining the prison expansion programme in MoJ, Caron had the opportunity to work on two of the UK's most important environmental projects. She was part of the original development team to prove the environmental, social and economic case for the National Forest. As the Sustainable Construction Lead at the Eden Project, she ensured all capital build projects set, communicated and embedded sustainability targets at all stages of the project.

**Becoming a Chartered Environmentalist has allowed Caron to demonstrate her expertise in environmental matters.**



**Caron Johnson**  
CEnv MCIQB,  
Sustainable  
Construction  
Lead at MoJ

Practitioner,  
Property and  
Construction  
Project  
Management

Practitioner,  
Environmental  
Sustainability

Senior  
Practitioner,  
Environmental  
Sustainability

**Obtained CEnv**



# Accreditation Case Studies

## MCIQB (Chartered Construction Manager) via the Educator pathway

Accreditation Standard

The Guide

ID Your Role

Professional Body

Choose Your Route







Case Studies



BSc (Hons) Civil Engineering and MSc Construction Management

Foundation Practitioner, Construction Project Management

Practitioner, Sustainable Procurement

Senior Lecturer, Construction Management

**MCIQB**

Senior Practitioner, Design and Engineering

Senior Practitioner, Head of Strategy and Portfolio



Christos has a background in Civil Engineering and Project Management across public sector organisations including industry schemes, delivery bodies and universities. He has delivered a wide range of interdisciplinary projects in the built environment, property, research and learning and development sectors, including industry improvement initiatives such as Constructing Excellence.

**He became MCIQB accredited whilst Lecturing at Oxford Brookes University and before joining the UK Civil Service in 2019.**

**Dr Christos Vidalakis**  
**MCIQB, Head of Estates Strategy, BEIS**



### Tell us a bit about your current role

I am responsible for the development of the BEIS Estates Strategy and the implementation of Property standards. Key aspects of my role include leading on engagement with Partner Organisations, coordination of assurance activities, and monitoring of National and Regional Estates projects.

### What benefits has becoming MCIQB accredited given you?

Becoming MCIQB allowed me to join an established worldwide network of highly skilled professionals who aim at pursuing excellence in the built environment. It has also given me the opportunity to participate and contribute to knowledge exchange activity and gain access to expertise and resources in order to support my career development and underpin my professional growth.

### Tell us more about the Educator pathway to MCIQB?

My route to accreditation would be relevant to those who wish to become accredited by demonstrating an important contribution to the profession through research, learning and development activity.

### What advice would you give to others considering starting their application to become MCIQB?

Collecting evidence of ability and competence can be particularly challenging, especially when this covers long periods of activity. Planning in advance, engaging with professionals with similar interests, and becoming familiar with the requirements of your chosen route could be extremely useful.

# Accreditation case studies

## Chartered Engineer (CEng), via Engineering degree route

Accreditation Standard

**Tell us a bit about your current role.** I lead the HMRC Estates Professional Services team who hold responsibility for ownership and maintenance of Estates technical policies and standards. The team also support the operational estates teams with guidance to meet policy requirements; and provide assurance that policy requirements are being met.

The Guide

ID Your Role

**How did you find your route to accreditation?** Following the academic route to accreditation can be slightly less onerous than the experience route bearing in mind the level of support offered by the institution. Academic delegates will have an engineering mentor and will be provided with clear guidance relating to the competencies that are required to achieve CEng, giving them with the opportunity to tailor their work experiences as needed to meet competency requirements.

Professional Body

Choose Your Route



**What advice would you give to others considering this option?** Maintain a record of evidence of works undertaken, particularly those aligned with the competencies identified in the guidance.



**What benefits has becoming CEng given you?** In addition to the credibility associated with CEng, acquiring this status has not only helped build confidence in my capabilities as an engineering professional, but also provided me with access to a strong technical network of fellow engineers, and technical resources. Additionally, it has also provided me with a solid platform for continued professional development.



Case Studies

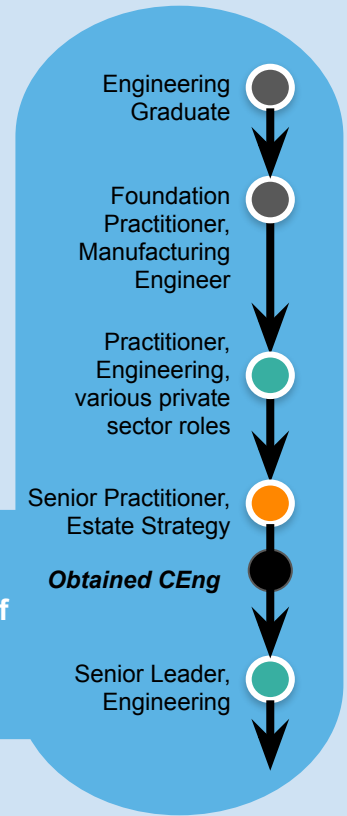


Following approximately 10 years' experience in property with private sector employers including CBRE, JLL, and Gardiner & Theobald (G&T), Chima joined HMRC as Head of Professional Services in 2020.

**Chima followed an academic route to professional accreditation, and gained CEng status with IMechE while he was employed as the Associate Director - Strategic Asset Management, FM and Life Cycle Consultancy at G&T following a Bachelor's degree in Mechanical Engineering and Masters Degree in Engineering Design.**



**Chima Dumzo-Ajufo**  
CEng, Head of Professional Services at HMRC



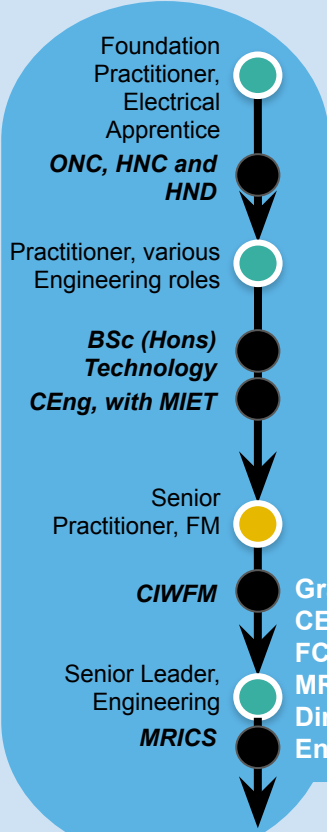
# Accreditation case studies

## Chartered Engineer (CEng), via Apprenticeship and Open University Degree



Government  
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Function

- Accreditation Standard
- The Guide
- ID Your Role
- Professional Body
- Choose Your Route
- RICS
- iwfm
- CIOB
- CEng Chartered Engineer
- CEnv Chartered Environmentalist
- Case Studies



**Starting his career as an Electrical Apprentice** from school, Graeme has worked as an Engineer in various private sector and consultancy firms throughout the early part of his career. Following 10 years broadening his experience in Hard FM roles, he joined HMRC in 2018 as Head of Engineering. In his current role in GPA he leads the team providing design, engineering and assurance across the Government Hubs and Whitehall campus programme.

As a motivated, proactive learner, **he has obtained professional membership with several institutions to support his development at every stage of his career.**



**Graeme Bell**  
CEng FIWFM  
FCIBSE FIET  
MRICS, Deputy  
Director Design &  
Engineering, GPA

**What does being CEng mean to you?** I didn't come through a traditional route - I studied for my degree part time with the Open University following successful completion of my Electrical Apprenticeship. IET (IEE at the time) were very supportive, providing me with a counsellor to ensure my final project would meet the CEng standard, as well as pass my degree. I had a real sense of pride in achieving CEng and getting that recognition from peers. It also gives you the confidence that you are 'good enough'. But really it was just the beginning; it opens further avenues and creates learning opportunities you weren't previously aware of.

**Why is it important for Gov Property Professionals to become accredited?** A lot of people don't expect government to be as forward thinking as we are, but with vast experience coming from a range of backgrounds alongside professional accreditation, we can provide effective challenge and make sure suppliers deliver a great service for government. There's also a point about ethics - acting as a Chartered professional brings with it the expectation you are acting with appropriate governance and ethics - it helps keep people on the straight and narrow!

**Now you are in a leadership position, is the CPD is still relevant?** Now I am less technically involved, it helps me maintain awareness of the industry, and use up to date language with my team and suppliers. The CIBSE Journal often has an interesting article or case study that relates to the work of my team. I also look for leadership learning to support my ongoing development - I'm currently doing the [Major Projects Leadership Academy \(MPLA\)](#).

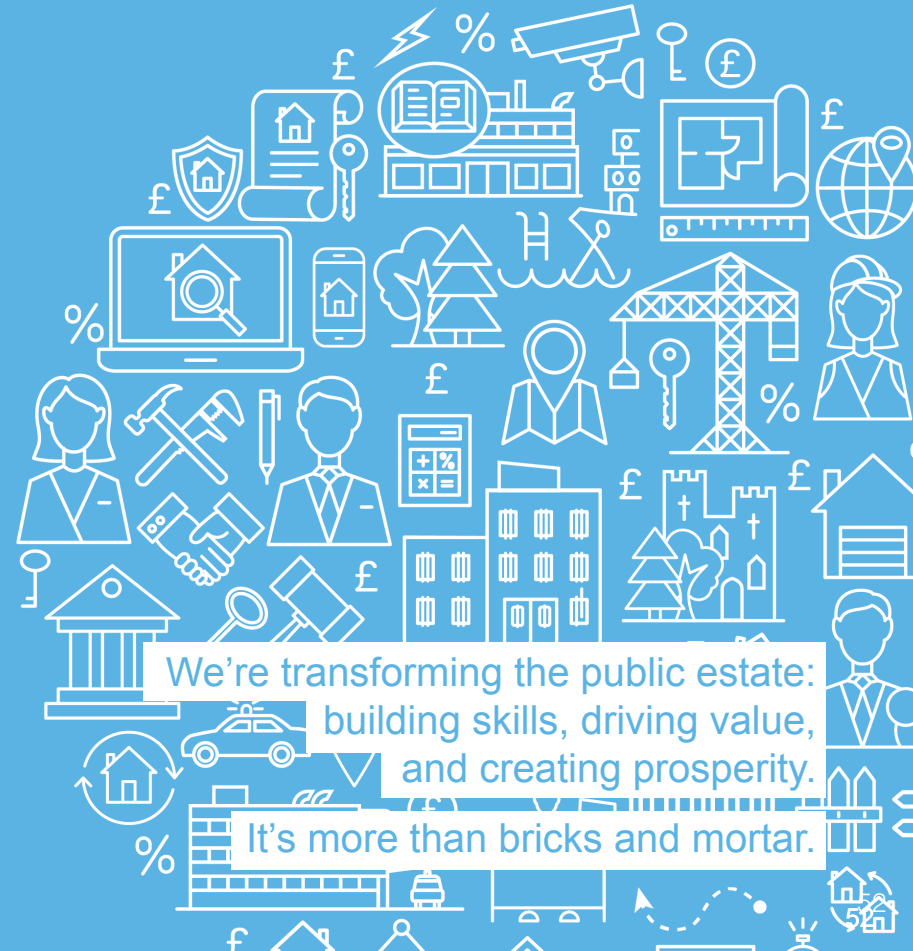
**As well as CEng, you have several other professional memberships. What has led you to gain Chartered/Fellow status with multiple institutions?** For each stage of my career, I have sought professional membership to enhance my knowledge and further my skills. I pursued each membership to learn and expand my knowledge in a particular area as my role demanded, or to recognise the experience I had. I have always had a desire to continuously change and improve.

[Back to The Guide: Step 2](#)



Government  
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# ANNEX

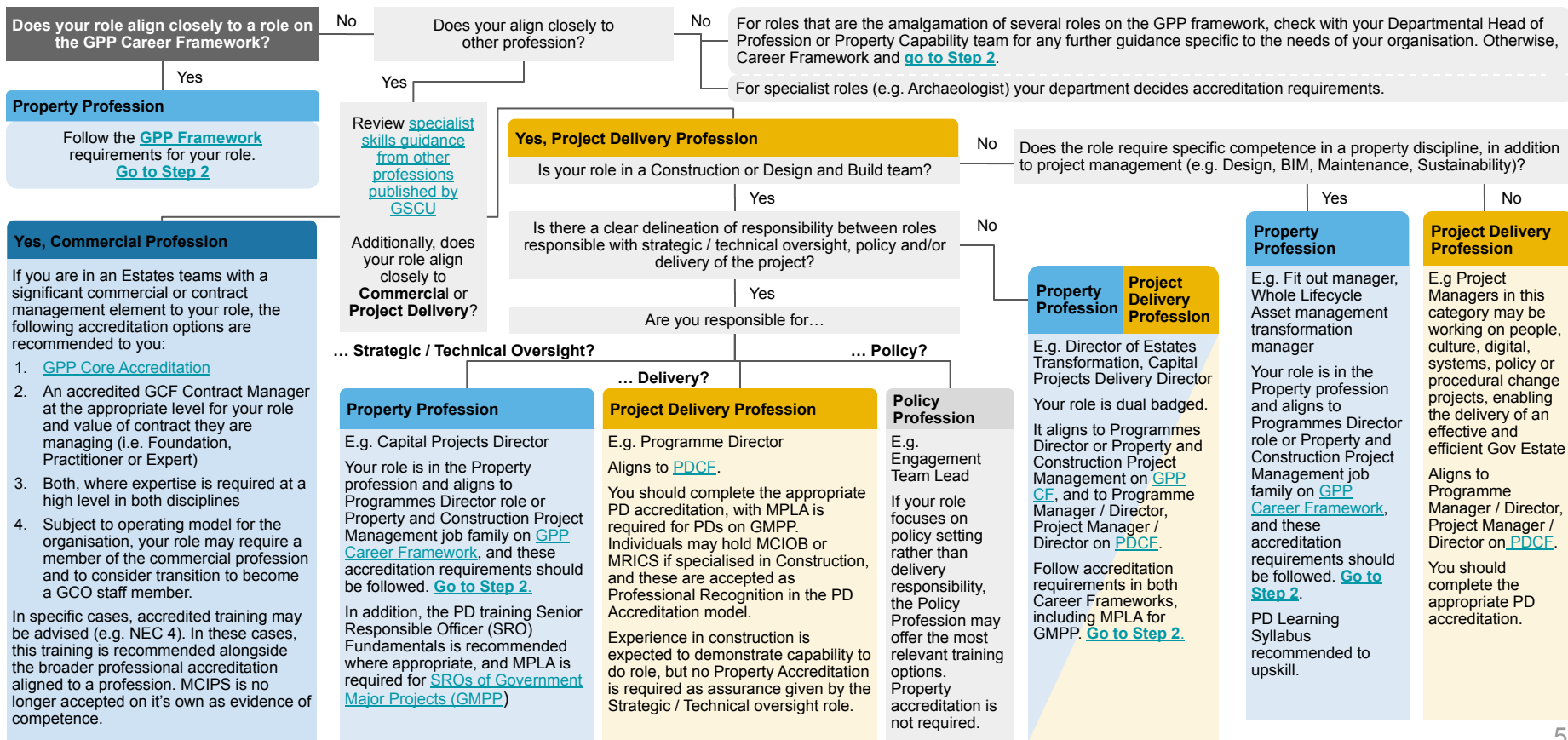


We're transforming the public estate:  
building skills, driving value,  
and creating prosperity.

It's more than bricks and mortar.

# ANNEX A: Identifying your role requirements

## Professions Flowchart



# ANNEX B: Glossary of terms

Accreditation Standard

**Job level** - Foundation Practitioner / Practitioner / Senior Practitioner / Senior Leader

Throughout this document we use the same job level descriptors as used in the GPP Career Framework. Please refer to [GPP Career Framework](#) slide 8 and 9 for further details.

The Guide

## Qualification levels

Apprenticeships and qualifications are referred to by qualification level in this document. As a rough guide

- Level 2 is equivalent to GCSE - grades 9 to 4 or A\* to C
- Level 3 is equivalent to A level
- Level 4 is equivalent to an HNC
- Level 6 is equivalent to a bachelor's degree
- Level 7 is equivalent to a masters degree

**Continuous Professional Development (CPD)** is an essential part of your professional membership. Make sure you follow your bodies guidance on formal CPD, and make the most of Gov School of Property training and events to add to your informal hours.

**UCEM** is the University of Estate Management, a key government partner delivering qualifications and apprenticeships in property specialisms

1

ID Role

2

Professional Body

3

Choose Route



4



Case Studies



# ANNEX C: Definitions of Holding and Working Towards

Accreditation Standard

**Holding** an approved professional membership means you are an active member i.e. you meet the professional bodies ongoing CPD requirement, and pay your membership fees annually. Having an eligible qualification is not enough, the application to convert to professional membership at Chartered, Certified or Fellowship level should be made.

The Guide

1 ID Role

**Lapsed** membership is not accepted. A key driver for the GPP Accreditation standard is the requirement for ongoing CPD, rather than just holding a one off qualification. As such, those with lapsed memberships are encouraged to reactive their membership.

2 Professional Body

**Working towards** is recognised as some professional memberships in property can take years to study for and achieve. However, in order to be “working towards” your profession membership you must:

3 Choose Route

- Be actively engaged in a training programme, apprenticeship or application process resulting in (or making you eligible to apply for) Chartered, Certified or Fellowship level with an approved professional body. The programme should be completed within the guidelines set out by the training provider or professional body.
- Where ‘willingness to work towards’ is offered in a job advert as an alternative to holding, the successful candidate must commence a training programme, apprenticeship or application process within 6 months of starting the role.

4



Case Studies

