

FAQs

Principal Assessor and Lead Assessor

Q1. Why have these new roles been created?

Entry and assessment standards and processes for all grades of RICS membership are critical to ensuring confidence in the profession. They provide the gateway to membership, ensuring individuals have the right knowledge, skills, experience, and behaviours at the point of entry.

The RICS **Standards and Regulation Board (SRB)** established the Entry and Assessment Review, led by the **Entry and Assessment Steering Group (EASG)**.

The EASG is undertaking a programme of work to research, design, and implement possible new assessment processes identified for the profession, including a review of all assessor training and auditing requirements.

This is a consideration highlighted in the EASG's [Interim Report](#), published in May 2023. The EASG's Final Report will be published in June 2024.

The RICS **Qualifications and Assessments Committee (QAC)**, a sub-committee reporting to the SRB which leads in the policy development and quality assurance of RICS' assessments, has since approved the introduction of a new **Principal Assessor** (x9 positions) and **Lead Assessor** (x19 positions) structure.

The new roles have been created to support assessor training and standardisation, and to strengthen dialogue and engagement with all assessors across pathways. They will provide expertise in supporting the design and delivery of RICS' assessor training, engagement with assessors and standardisation programmes of work. These roles will also be crucial on matters of compliance and the quality assurance of assessment activities.

Q2. Where is the accountability for these new positions i.e., to whom do they report their activities?

Both roles are accountable to the RICS Standards and Regulation Board (SRB) via the RICS Qualifications and Assessments Committee (QAC).

Q3. Why were the terms "Principal" and "Lead" used?

These terms are widely recognised within the qualifications and awarding body sector as well as internationally.

Q4. How many positions are there?

9 Principal Assessors will be appointed to reflect the usage of assessment pathways in different regions:

- Land and Natural Resources (UK)
- Built Environment (UK)
- Valuation (UK)
- Property and asset management (UK)
- Built Environment (Middle East and Africa)
- Built Environment (Hong Kong)
- Built Environment (China)
- Built Environment (Australia and New Zealand)
- Valuation (Europe)

In total, 19 new Lead Assessors will be appointed to cover the following sectors and regions:

- Americas: QS and Construction and Valuation
- Australia and New Zealand: QS and Construction
- China: Project Management, QS and Construction
- Europe: Valuation
- Hong Kong: QS and Construction
- India and Sri Lanka: QS and Construction
- Middle East and Africa: QS and Construction
- Singapore and surrounding countries: QS and Construction
- UK: Building Control, Building Surveying, Commercial Real Estate, Residential, Valuation, Planning and Development, Rural, Project Management, and QS and Construction

Q5. Why were these sectors and regions chosen?

The sectors and regions Reflect the volume of assessment pathways in different regions.

Principal and Lead Assessors will be expected to support other regions and sectors where appropriate.

Q6. What are the requirements and responsibilities for each role?

Please refer to the Role Profile for further details.

Q7. What are the differences between a Principal Assessor and Lead Assessor?

The roles share similar responsibilities, including supporting the design, implementation and delivery of assessor training. Both Principal and Lead Assessors will work collaboratively with RICS staff in the development of policy and quality assurance of assessments.

Principal Assessors will provide expertise beyond a single RICS pathway (surveying discipline) and oversee the Lead Assessors in their region.

Principal Assessors, supported by Lead Assessors, will build better dialogue and engagement with the wider assessor population.

Principal Assessors will also be responsible for providing regulator reports to the QAC.

Q8. Are these remunerated roles?

Yes. Principal Assessors will receive a fee of 340 GBP per day (or local equivalent) and Lead Assessors fee will be 250 GBP per day (or local equivalent).

The roles do not carry RICS employee status and are non-pensionable.

Q9. What will be the expected time commitment for each of the roles?

A minimum of 15 days per calendar year for each role.

The role must not exceed 15 days without the written consent of RICS staff.

Q10. What is the timeline for the recruitment?

We expect to confirm most Principal Assessor positions in May and announce the appointments in June 2024.

Once appointed, the Principal Assessors will support the recruitment of the Lead Assessor positions.

Q11. How do I apply?

Applications for the Principal Assessor positions have closed.

Applications for the Lead Assessor positions will open on 13 May 2024 and close on 17 June 2024. To apply, please submit the following documents to the RICS Assessor Training team at assessortraining@rics.org

- A personal statement explaining how you meet the criteria set out in the role profile (maximum one page)
- Your CV/resume (maximum two pages)

Applications will be reviewed by the Principal Assessors and those shortlisted will be invited to a discussion with an RICS panel.

Q12. Will there be any immediate changes to the current Licenced Assessor Trainer (LAT) model.

No.

Whilst the new roles have been designed to replace the current LAT model, there will be a transition period and changes will not happen immediately.

Q13. How many Licensed Assessor Trainers (LAT) are part of the current model?

There are currently 37 LATs.

Q14. With fewer Principal Assessors and Lead Assessors than LATs, how does this enhance assessor training and standardisation?

Whilst there will be fewer positions – 28 compared to 37 – Principal Assessors and Lead Assessors will each be required to commit to 15 days per calendar year to support the expansion of training and standardisation events and assessor dialogue.

In the current LAT model, the minimum time committee is four assessment training related activities per calendar year.

Q15. What does the current Assessor training programme look like?

RICS Assessors and Chairs must attend refresher training every three years. They must also complete the RICS Professionalism module every three years. RICS also recently introduced Assessor Standardisation events.

Q16. How will the new Assessor training programme be different/improved?

The new training programme is currently being designed. There will be changes; initially related to the standardisation training we provide to our Assessors.

The recruitment of the new Principal Assessors and Lead Assessors is crucial to this as they will help to inform the content and delivery of the programme. They will provide their expertise in informing workshop activities and encouraging continued dialogue with Assessors to ensure assessment outcomes are consistent, fair, and reliable.

Principal and Lead assessors will support ongoing training and quality assurance activities of the RICS training and assessment processes.

Q17. I am based in a region that is not mentioned on the list of available roles. Am I still able to apply?

Yes.

However, Principal Assessors and Lead Assessors are required to have extensive experience of the region, including local laws and practice.

Version	Document Owner	Changes	Issue Date
5.0	RICS Education and Qualification Standards (EQS) Policy team globaleqs@rics.org	Q11 updated following Principal Assessor recruitment	May 2024
RICS review role profiles annually or as required in response to feedback, changes in requirements, legislation, or practice.			