



OVERVIEW

Under the terms of its Royal Charter granted in 2010 the Worshipful Company of Security Professionals commissioned the Security Institute to work jointly together to develop a register for security professionals as a means of recognising and maintaining high standards and ongoing proficiency for individuals. Full details of the register can be found at www.csyp-register.org

Title: The Register is called the **Register of Chartered Security Professionals** with a member of the Register (the registrant), known as a Chartered Security Professional, using **CSyP** as a post nominal.

Definitions: Security means the protection, guarding or defence of persons, property (real and/or intellectual) or the Realm from threats posed by crime, terrorism, or business malpractice. It is the business of dealing with the risks presented by such threats and the creation of a response and/or defence to them. It will encompass everything that works towards the provision of protection, guarding or defence, including intelligence gathering, research and information technology.

For these purposes, a security professional shall be one who is employed in, or is independently practising, the delivery of security services or provision. It shall also include those who are engaged primarily in teaching, or in public or private organisations involved in security activity, as regulated by the Registration Authority.

Registration is open to those who practise as security professionals and who are qualified and experienced in accordance with the published requirements of the Chartered Security Professional Registration Authority.

Applicants: Those applying must be of undisputed integrity and have a good level of general security expertise, operating at a strategic level, or the senior end of operational level, of security practice. Admittance to the Register demonstrates to clients, employers, peers and the public an ability to perform at a high standard, and a commitment to continuing professional development.

Requirements: Registrants will be required to demonstrate good inclusive knowledge and understanding, also proving they have reached a minimum competence level in five defined areas of expertise, which when collated will also prove they have achieved at least 70% of the required overall competency levels. See **Appendix 1**.

The registrant will prove they can:

- A: Use a combination of specialist and generalist security knowledge and understanding to optimise the employment of existing and emerging methods and technologies (**Knowledge**)
- B: Apply appropriate techniques, methodologies and processes to resolve security and risk related issues. For non-practitioners, this will be directly linked to their role / responsibilities (**Practice Skills**)
- C: Provide technical and commercial leadership (**Leadership**)
- D: Demonstrate effective interpersonal skills (**Communications**)
- E: Demonstrate a personal commitment to professional standards, recognising obligations to society, the profession and the environment (**Professional Commitment**)

Routes to Application: Qualifications and experience jointly reflect the competencies that a member of the Register of Chartered Security Professionals must be able to demonstrate. There are two pathways, the *Standard path* and the *Individual path*.

Standard path requirements:

- A bachelors or a masters degree in a security-related discipline (or an equivalent qualification recognised by the Chartered Security Professionals Registration Authority) **OR**
- A bachelors or a masters degree in any subject **PLUS** a security-related vocational qualification at NQF Level 5 standard or higher, such as the Security Institute's Diploma in Security Management or the ASIS Certified Protection Professional (CPP).
- Five years' operational security experience with at least two years at the Chartered competence level.
- An interview with two reviewers, including a presentation to be given by the registrant.

Individual path requirements:

- Completion of a portfolio (between 4,000 - 12,000 words) demonstrating that the candidate has met the defined competence requirements.
- Ten years' operational security experience with the last five years at the Chartered competence level.
- An interview with two reviewers, including a presentation to be given by the registrant

Ongoing Membership of the Register: Once admitted, all registrants are required to undertake continuing professional development (CPD) annually. Registrants are also obliged to act with integrity and in the public interest, according to a defined code of conduct, and pay an annual renewal fee.

Management:

The Chartered Security Professionals Registration Authority is responsible for

- maintaining and developing the Register, including admitting registrants
- setting and maintaining the standards of professional competence
- setting and maintaining the code of conduct and a disciplinary code
- appointing and managing the Agent and Licensees (currently The Security Institute and ASIS UK only)
- resolving complaints against registrants, and maintaining the integrity of the Register

The Agent is responsible for

- providing and managing an application process
- reporting on progress to CSPRA and providing a secretarial service to it
- providing an effective CPD system, and managing registrant's CPD compliance
- collecting and making payments

Two licensees operate in the UK – the Security Institute and ASIS UK Chapter 208. They are responsible for

- promoting the Register and encouraging applications from suitable candidates
- supporting events designed to promote the Register and/or update CSyPs
- reporting on progress and attending CSPRA meetings
- monitoring the conduct of registrants

Application Process: An application to be admitted to the Register consists of an application form, copies of qualification certificates, a criminal record declaration, and the relevant fee submitted to the Agent. For those applying via the Individual pathway, a portfolio will also be required once the initial application has been received and reviewed, and the portfolio content requirements confirmed. Application activity comprises

- Review/score the application form to confirm the required years of experience at the correct levels
- Verify qualifications and/or request a portfolio of further evidence where necessary
- Complete relevant background checks, including references
- Interview the applicant to confirm attainment of competence
- Collate the above outputs, and prepare a recommendation for admission to the Register

APPENDIX 1

Competence in the five key areas must be demonstrated, through the attainment of defined levels. See **Competencies Examples** for ideas of the abilities and evidence required.

- A: KNOWLEDGE (Maximum score 30 points, with 20 points minimum required)** Use a combination of specialist and generalist security knowledge and understanding to optimise the employment of existing and emerging methods and technologies.
- A1: Maintain and extend a sound theoretical approach in enabling the introduction and exploitation of new and advanced methods and technologies and other relevant developments.
 - A2: Engage in the creative and innovative development of security practices, methods, technologies and continuous improvement systems.
- B: PRACTICE SKILLS (Maximum score 35 points, with 25 points minimum required)** Apply appropriate techniques, methodologies and processes to resolve security and risk related issues.
- B1: Identify potential projects and opportunities.
 - B2: Conduct appropriate research, and undertake design and development of security solutions.
 - B3: Implement design solutions, and evaluate their effectiveness.
- C: COMMUNICATION (Maximum score 15 points, with 10 points minimum required)** Demonstrate effective interpersonal skills.
- C1: Communicate effectively in English with others at all levels.
 - C2: Present and discuss proposals.
 - C3: Demonstrate personal and social skills.
- D: LEADERSHIP (Maximum score 10 points, with 5 points minimum required)** Provide technical and commercial leadership.
- D1: Plan for effective project implementation.
 - D2: Plan, budget, organise, direct and control tasks, people and resources.
 - D3: Lead teams and develop staff to meet changing methodological, technical and managerial needs.
- E: PROFESSIONAL COMMITMENT (Maximum score 10 points, with 5 points minimum required)** Demonstrate a personal commitment to professional standards, recognising obligations to society, the profession and the environment.
- E1: Comply with relevant codes of conduct.
 - E2: Manage and apply safe systems of work.
 - E3: Undertake security activities in a way that contributes to sustainable development.
 - E4: Carry out continuing professional development necessary to maintain and enhance competence in own area of practice.
 - E5: Contribute to wider community and/or professional interests.