

Certification Process of HR Professionals



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Agenda

- Purpose of Certification Process
 - What we had up till now?
 - New Certification Process – How Did We Get to It?
 - The Process!
 - Evaluation Process
 - Levels of Professional Competence
 - Dissemination of Professional Themes
 - Who Is Who?
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Purpose

- The HR Profession

*“HR is an applied business discipline, and that business, in turn, is an applied HR discipline.”,
Jackie Orme, CIPD ACE, November 2009*

- HR in Bulgaria

- 2009 & 2010 – period of becoming better and setting up new beginning
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Business is looking for a way to recognize and measure professionalism. We need a system that guarantees the competence and quality of HR Professionals; HR professionals need clearly defined competence set, which will make them on demand and respected both by business and by colleagues.

Up Till Now

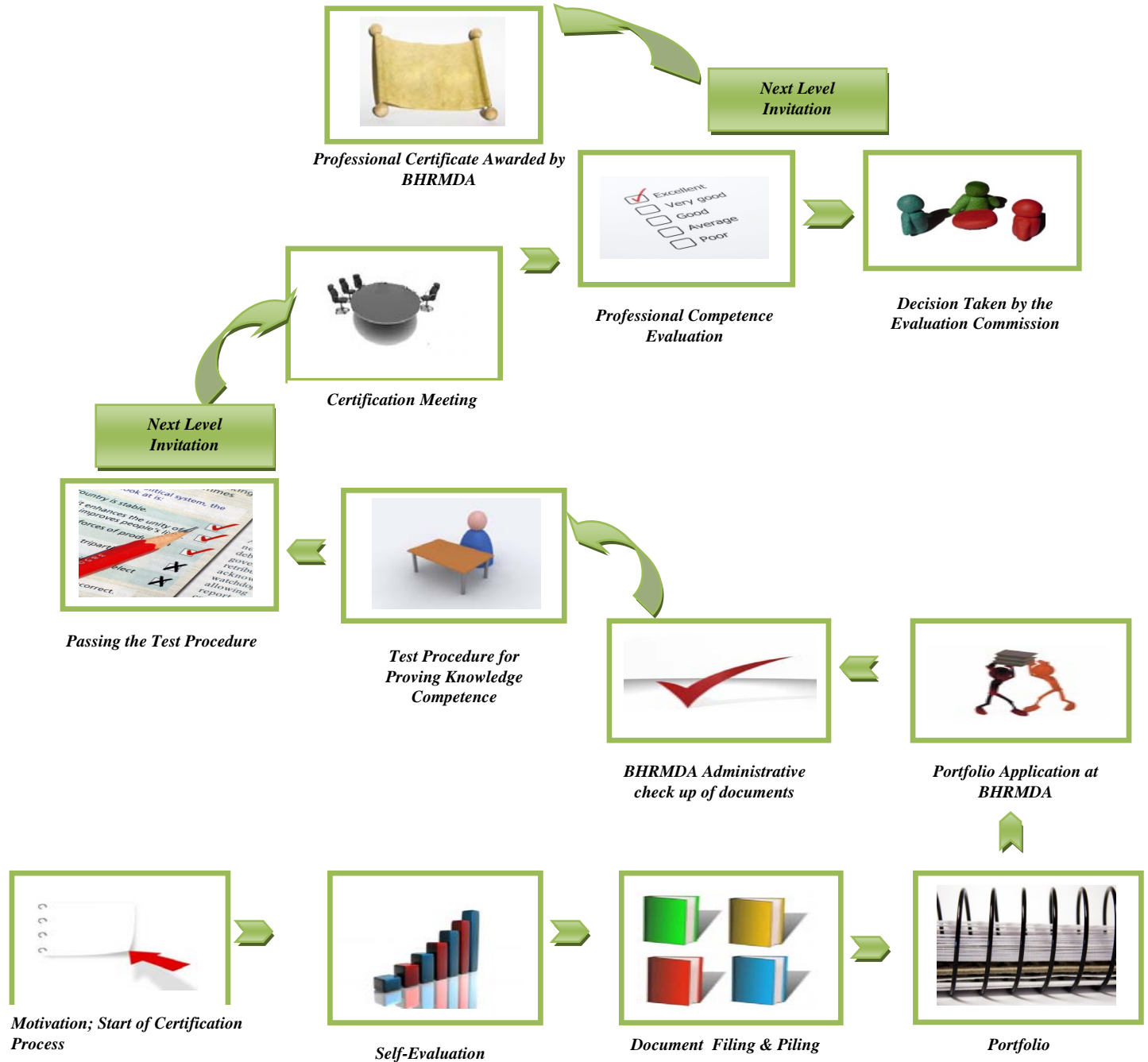
- HR Standards
 - Certification Process till 2009
 - Dissemination of Professional Themes (part of EU-funded Project amounting to 200000 EUR in total)
 - New Certification Process
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The New Certification Process – The Procedure

- BHRMDA General Assembly – May 2009
 - Election Commission
 - Working Group – obeying the Quota principle of all BHRMDA members - stakeholders
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The Process!

- 5 Professional Certificate
Awarded by BHRMDA
- 4 Evaluation and Decision Making
- 3 Professional and Knowledge
Competence Proof
- 2 Application
- 1 Preparation



Evaluation Process

Proof of Experience and Levels of Education

- indicated in a sample of CV
- according to the requirements for each level

Knowledge Competence Proof

- test on professional areas - first to third level
- case studies - all levels
- practical tasks - first and second level
- discussion at the certification meeting

Proof of Competencies with the Help of

- portfolio of evidence for the required competencies as indicated in the description of each level
 - case studies - third to fifth level
 - practical tasks - all level
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Levels of Professional Competence



Levels, competencies, requirements

Professional HR Manager - Level 2

High level of 3 obligatory thematic areas – point of success above 90%
High level of 2 basic thematic areas (including General Management) – point of success above 90%
Medium level of the other basic thematic areas – point of success above 70%
Medium level of 3 optional thematic areas – point of success above 70%



HR Manager - Level 1

High level of the main basic thematic area – point of success above 90%
High level of the other 3 basic thematic areas – point of success above 80%
Medium level of the processes in the optional thematic areas (including General Management) – point of success above 70%



HR Professional

High level of 2 basic thematic areas – point of success above 90%
Medium level of the other basic thematic areas – point of success above 70%
Medium level of the processes in the optional thematic areas – point of success above 50%



HR Specialist - Level 2

- High level of 1 basic thematic area – point of success above 80%
Low level of the other 3 basic thematic areas – point of success above 30%
Basic level of 3 processes in the optional thematic areas – point of success above 10%



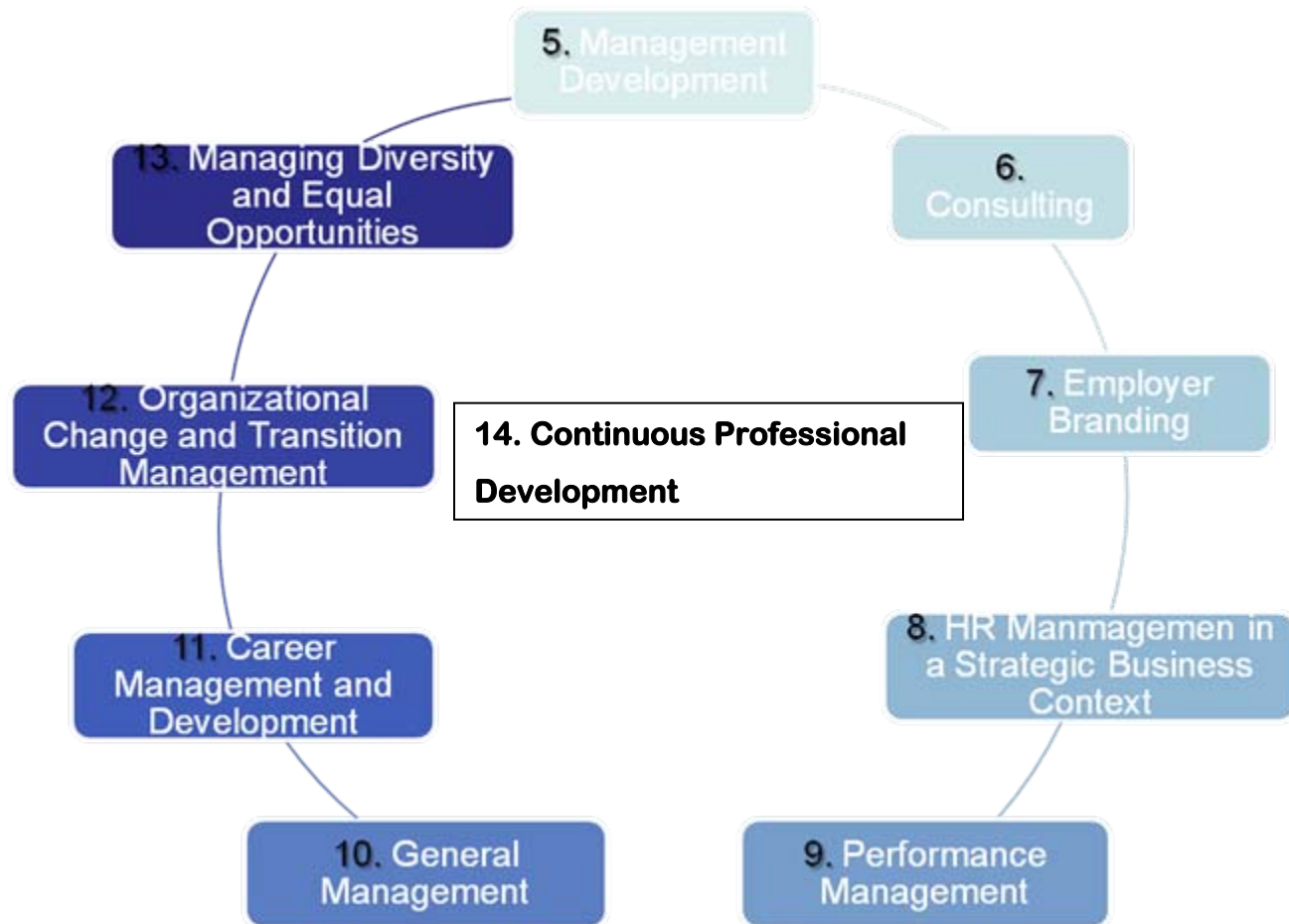
HR Specialist - Level 1

Medium level of 1 basic thematic area – point of success above 70%
Basic level of the other 3 basic thematic areas – point of success above 10%

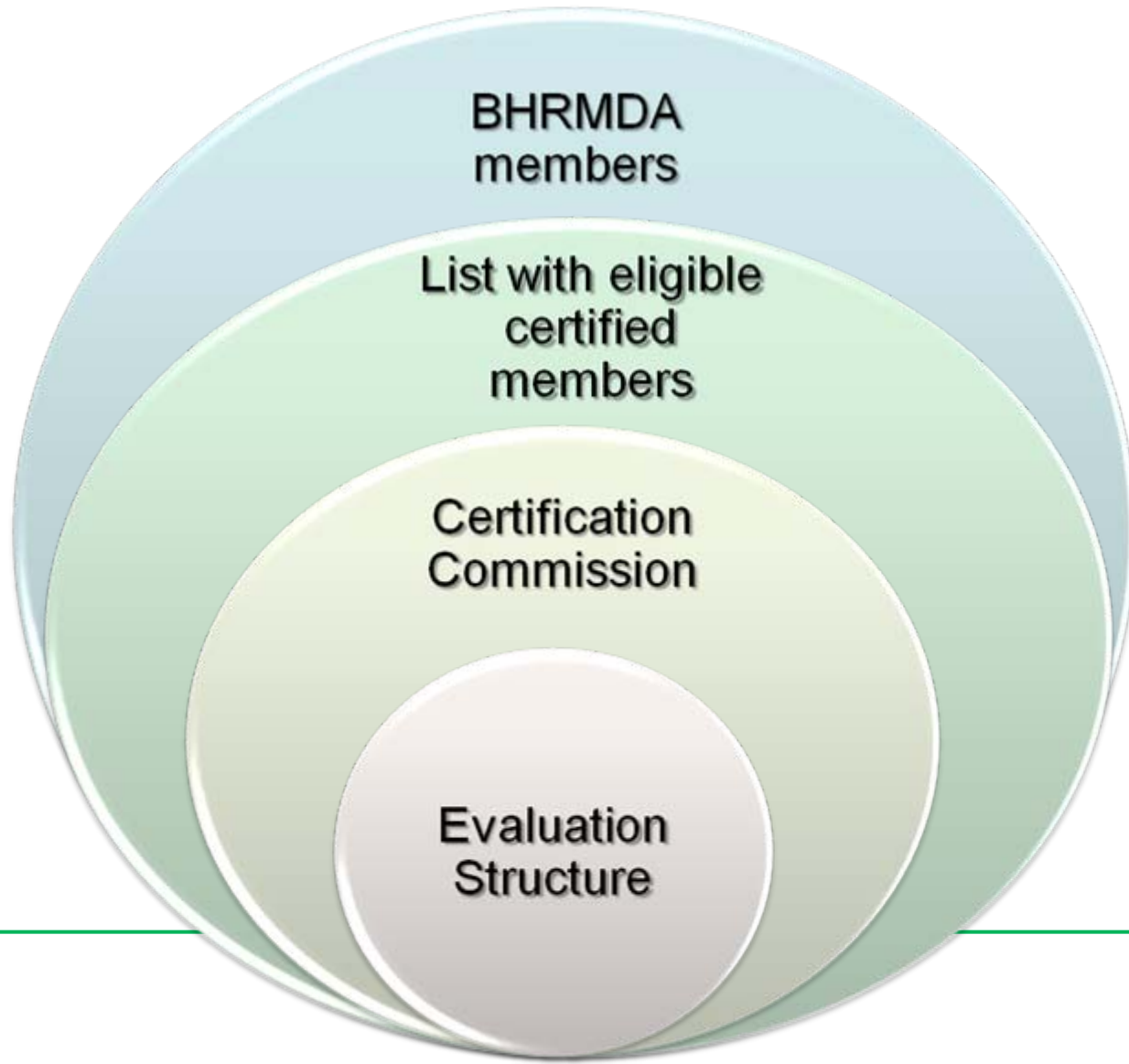
Dissemination of Professional Themes



Dissemination of Professional Themes - 2



Who is Who?



Who Is Who? (2)

1. Certification Commission
 - Members
 - Organization
 - Administration
 - Evaluation Structure
 - External Subcontractors

 2. Supervising Body

 3. BHRMDA Managing Board
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Thank You!



HR Certification Process in EUROPE,
Case Studies
Bulgarian HR Association (BHRMDA)
Sofia, 21 January 2010
