



GSCP Equivalence Process

Register of Experts

Member Qualifications, Experience, Knowledge, Skills and Personal Attributes

To be selected to be on the Register of Experts, an individual will have the qualifications, experience, knowledge, skills and personal attributes as described below:

Each appointment is made on account of each individual's known expertise and suitability to carry out the review of the Self-Assessment at hand.

Qualifications

A Register of Experts member will preferably have attained a graduate degree.

Experience

A Register of Experts' member will:

- have a proven track record in corporate social and/or environmental responsibility and/or related fields
- demonstrate experience in areas related to auditing systems and auditing
- demonstrate experience in international human rights and labour standards and/or (inter-) national environmental standards

Knowledge

A Register of Experts' member will have - prior to entry on the Register of Experts - knowledge and experience of:

- the mission and objectives of the GSCP
- the GSCP Reference tools
- the GSCP Equivalence Process
- social and/or environmental compliance standards and systems
- audit principles, procedures and techniques in relation to social compliance and/or environmental compliance auditing
- general business processes and will understand the workings of organisations in relation to size, structure, function and relationships with specific reference to ethical sourcing and green procurement
- accreditation and certification processes and procedures
- key legislative requirements such as International Standards, International Labour Conventions, particularly the Core Conventions
- the functioning and implementation of applicable collective agreements
- the functioning and implementation of national and local labour and/or environmental legislation

Any applicant for the Register of Experts will be trained by the GSCP on the GSCP Equivalence Process and procedures. This training will be undertaken upon selection and prior to entry on the Register of Experts.

Skills

A Register of Experts' member will have:

- good organisational and time management skills
- the ability to make decisions based on objective and verifiable evidence
- the ability to understand and interpret written material with particular reference to standards and monitoring systems, social and environmental compliance and legislative requirements
- good written and oral communication skills
- the ability to work in a team
- the ability to keep relevant information confidential in accordance with non-disclosure or confidentiality agreements

Additional Skills for Equivalence Assessment Panel Coordinators only.

The Equivalence Assessment Panel Coordinator will have the ability to:

- effectively plan, prioritise and adjust the activities of the Equivalence Assessment, as far as possible, without adversely affecting the outcome of assessment
- effectively manage meetings
- provide direction and guidelines to the Equivalence Assessment Panel members
- prevent and resolve conflicts
- assume leadership role during problematic discussions and situations in order to resolve issues
- reach timely conclusions based on logical reasoning and analysis, and
- produce clear and accurate reports on assessment findings and clearly articulate these in relation to GSCP Reference tools requirements

Personal Attributes

A Register of Experts' member will:

- be fair, truthful, unbiased, discreet, trustworthy and honest
- demonstrate a high level of personal integrity
- be open-minded, reasonable and will be willing to consider alternative ideas or points of view
- adjust readily to different situations, to effectively resolve conflicts and to arrive at a consensus agreement as far as possible
- be persistent and focused in his/her approach to achieve objectives
- in the case of conflict, be able to manage discussions constructively
- act effectively and function independently
- be professional and ethical and make decisions even though these actions and decisions may result in disagreement, confrontation or appeal proceeding

Additional personal attributes for Equivalence Assessment Panel Coordinators only:

- adjust readily to different situations, to effectively resolve conflict and to lead the panel to arrive at a consensus agreement

Prior to entry onto the Register of Experts, the individual must sign an Agreement of confidentiality, impartiality and non conflict of interest and provide it to the GSCP Director (or a designated GSCP representative).

In the event that personal or professional circumstances mean that this statement is compromised, the Expert will inform the GSCP Director (or a designated GSCP representative), who in turn will take appropriate steps to ensure the integrity of the process is not compromised.

The Register of Experts is published on the GSCP website.