



IBA GRADING SYSTEMS – GENERALIST AND SPECIALIST BUSINESS ADVISERS

CRITERIA	GRADING SYSTEM	
	GENERALIST BUSINESS ADVISOR (MENTOR)	SPECIALIST BUSINESS ADVISOR
	<p> <ul style="list-style-type: none"> • Grade 1: academic qualification equivalent to 1 to 1½ years formal tertiary level study • Grade 2: academic qualification equivalent to 1 to 3 years formal tertiary level study • Grade 3: academic qualification equivalent to 2 to 4 years formal tertiary level study • Grade 4: academic qualification equivalent to 3 to 10 years formal tertiary level study Credits for qualifications will be weighted according to relevance i.r.o. business and/or business advising: Weighting will be 33% for totally unrelated academic qualifications, alternatively 66% for academic qualifications where there is a 'most probably' business content, alternatively 100 % for academic qualifications where there is a definite relevance i.e. B.Com, MBA, BBA. </p> <p>The SAQA accredited Business Advisor qualifications will be used as a guide to the level of the academic qualifications and how they relate to the grading:</p> <ul style="list-style-type: none"> • A SAQA qualification on NQF level 7 is the equivalent to a 4 year degree, an honours degree, or a professional qualification; • SAQA Business advising qualification on NQF level 6 (the equivalent of 3 years formal academic study) will be equivalent to IBA level 4 member; • SAQA Business advising qualification on NQF level 5 (the equivalent of 2 years formal academic study) will be equivalent to IBA level 3 member; and • SAQA Business advising qualification on NQF level 4 will be equivalent to level 2 member. <p>OR</p> <p>Where a member or a prospective member does not have an academic qualification but has provided evidence of significant practical business advisory experience they will be awarded academic credits in recognition of the past experience along the lines of RPL (Recognition of Prior Learning) as follows:</p> <ul style="list-style-type: none"> • Grade 1: more than 5 years practical business advising experience can substitute an academic qualification; • Grade 2: more than 10 years practical business advising experience can substitute an academic qualification; • Grade 3: more than 15 years practical business advising experience can substitute an academic qualification; and • Grade 4: more than 20 years practical business advising experience can substitute an academic qualification 	<p>Successful completion of a recognised SAQA level 6 or equivalent qualification from an accredited tertiary institution in the field of claimed expertise</p> <p>OR</p> <p>compliance with the specialist business advising experience can substitute the above qualification requirement</p> <p>AND</p>

Professional affiliations	No requirement	Be a registered member in good standing of a professional accreditation body that is related to that field of expertise, e.g. SAIPA
---------------------------	----------------	---

CRITERIA	GRADING SYSTEM	
Business experience	GENERALIST BUSINESS ADVISOR (MENTOR)	SPECIALIST BUSINESS ADVISOR
	<p>Points for experience are awarded on the basis of 10 per year for an employee, 20 per year for a manager, and 25 per year for a business owner, and the grading is then done as follows:</p> <p>Grade 1: Business experience worth 50 to 100 points, which is equivalent to:</p> <ul style="list-style-type: none"> • 5 to 10 years as an employee; or • 2½ to 5 years as a manager; or • 2 to 4 years as a business owner <p>Grade 2: Business experience worth 101 to 200 points, which is equivalent to:</p> <ul style="list-style-type: none"> • 10 to 20 years as an employee; or • 5 to 10 years as a manager; or • 4 to 8 years as a business owner <p>Grade 3: Business experience worth 201 to 250 points, which is equivalent to:</p> <ul style="list-style-type: none"> • 20 to 25 years as an employee; or • 10 to 12½ years as a manager; or • 8 to 10 years as a business owner <p>Grade 4: Business experience worth more than 251 points, which is equivalent to:</p> <ul style="list-style-type: none"> • more than 25 years as an employee; or • more than 12½ years as a manager; or • more than 10 years as a business owner <p>Recognition for more than one business experience per year will not be recorded. Where two businesses / jobs were held during the same period, recognition will only be given in respect of the most significant one.</p>	<p>No business experience required.</p> <p>However, specialist members must indicate a preference for the specialist field they want recognised. These could be either:</p> <ul style="list-style-type: none"> • Industry specific such as construction, tourism & hospitality, agriculture, mining, transport, etc. <p>OR</p> <ul style="list-style-type: none"> • Profession/skill specific such as finance, HR, legal, marketing, business turn-around, etc.

CRITERIA	GRADING SYSTEM	
	GENERALIST BUSINESS ADVISOR (MENTOR)	SPECIALIST BUSINESS ADVISOR
Business advising experience	<p>Grade 1: Up to 2 years business advising experience AND:</p> <ul style="list-style-type: none"> • Up to 30 advisory sessions to a micro business; and / or • Up to 15 advisory sessions to a small business; and / or • Up to 12 advisory sessions to a medium sized business <p>Grade 2: Between 2 and 4 years business advising experience AND:</p> <ul style="list-style-type: none"> • 31 to 75 advisory sessions to a micro business; and / or • 16 to 37 advisory sessions to a small business; and / or • 13 to 30 advisory sessions to a medium sized business <p>Grade 3: Between 4 and 7 years business advising experience AND:</p> <ul style="list-style-type: none"> • 76 to 150 advisory sessions to a micro business; and / or • 38 to 75 advisory sessions to a small business; and / or • 31 to 60 advisory sessions to a medium sized business <p>Grade 4: More than 7 years business advisory experience AND:</p> <ul style="list-style-type: none"> • more than 150 advisory sessions to a micro business; and / or • more than 75 advisory sessions to a small business; and / or • more than 60 advisory sessions to a medium sized business 	<p>Grade 1: have practised the field of specialisation for more than 4 years AND have advised at least 6 clients for whom a successful specialist business advising intervention (e.g. financial- or legal advice or a turn-around) was performed</p> <p>Grade 2: have practised the field of specialisation for more than 6 years AND have advised at least 9 clients for whom a successful specialist business advising intervention was performed</p> <p>Grade 3: have practised the field of specialisation for more than 8 years AND have advised at least 12 clients for whom a successful specialist business advising intervention was performed</p> <p>Grade 4: have practised the field of specialisation for more than 10 years AND have advised at least 15 clients for whom a successful specialist business advising intervention was performed</p>
	<p>A specialist who can satisfy the IBA that they also possess generalist business advisory skills and experience can be listed as a generalist, with a specialist skill / field as an additional listing, and <i>vice versa</i>. In such cases the double counting of experience (e.g. acknowledging the same experience for both generalist and for specialist experience) will not be considered</p>	