

A helpful guide for your Chartered Project Professional (ChPP) application



Contents

Introduction	3
Why you should become chartered	4
Are you ready for ChPP?	4
The application process	6
Helping you to prepare	9
The interview	13
Other things to note	15
Appendix 1: Professional practice assessment criteria	18
Appendix 2: Technical knowledge assessment criteria	35

Introduction

Becoming a Chartered Project Professional (ChPP) will show your commitment to professional standards, continuing professional development and ethical and professional conduct. It gives assurance to your employer and clients showing achievement at a defined level, helping raise the profile and value of project management as a professional practice.

This guidance will identify your readiness for achieving chartered status, giving information to help prepare for an application or highlight areas for future development.

When you decide to become a ChPP as part of your career development journey, we look forward to welcoming you to an ever-growing community of project professionals.

This guide will help you to do three things:

- understand what chartered means for you and the profession
- decide if becoming chartered is right for you now, or at a later date
- prepare your application

When successful, you'll join the Register of Chartered Project Professionals.

The chartered standard has been designed to be accessible, yet rigorous with different assessment routes according to qualifications, previous assessments and experience.

Why you should become chartered

For APM and the profession it means	For you it means	For employers it means
- enhanced status of project management - raised standards of practice - improved project outcomes - better public understanding and confidence in what we do - assurance and confidence for customers of project management services - opening the door to collaboration with other professions	- personal recognition from your peers in project management and other professions - enhanced CV to stand out in the job market - a framework for the development of your career - international recognition - assurance for clients of high standards and ethical practice - use of the post nominal ChPP after your name - increased understanding, helping you to work more effectively	- proof of a high standard of practice and ethical standards - attracting the best talent by actively supporting ChPP - a competitive edge - a ready-made framework for developing your people - motivated team committed to continuing professional development (CPD) and ethics - increased status of project management in organisations/clients and the public



Wherever you see 'project management', this includes people working in project, programme or portfolio management, or in a key control or enabling function such as PMO.

Are you ready for chartered?

- ☒ You're professionally active with a proven track record of delivering projects, programmes, portfolios or a key control or enabling function.
- ☒ These projects, programmes or portfolios exhibit characteristics of complexity.
- ☒ You have the required breadth of project experience to meet the requirements of ten mandatory and two elective competences.
- ☒ You have an advanced technical knowledge and can confidently evaluate and analyse theory of current practices and methods.
- ☒ You're committed to continuing professional development and an ethical way of working.

Are you eligible?

You need to be 'professionally active'. This means:

- a) Having a proven track record delivering projects, programmes, portfolios or a key control or enabling function.
- b) Having up-to-date knowledge of current practices and methods.
- c) Being actively involved in the project management profession.

If the evidence provided in your application is more than five years, you'll need to complete a currency statement which explains how you continue to meet points b) and c) above.



Technical knowledge means: an advanced technical knowledge and understanding of how to deliver projects, programmes and portfolios. You could think about this as the theory.

What is being assessed?

The application process is designed to assess the following areas, so consider whether you can provide evidence of this now or if you need some more experience or learning first.

There's more detail later on in these guidance notes about the competences that support these areas. You'll need to show:

- **Technical knowledge:** advanced technical knowledge and understanding of how to deliver projects, programmes or portfolios taking into account many interacting factors and different approaches that could be taken.
- **Professional practice:** successful application of this knowledge to deliver projects, programmes or portfolios that involved:
 - uncertainty or conflicting objectives
 - high levels of unpredictability or risk
 - multiple work packages, projects or programmes
 - multiple interdependent stakeholders, possibly with competing interests
 - You'll need to commit to professional ethics and show continuing professional development (CPD). You'll also need two proposers who support your application.



Professional practice means: being able to provide evidence of applying the technical knowledge (theory) to practice. You could think about this as experience.



The chartered standard is aligned to the second edition of the **APM Competence Framework**.

For the full details of competences that will be assessed, please see appendices 1 and 2.

The next section tells you how to provide the evidence required.

The application process

The application process is designed to be as inclusive as possible with different routes according to your qualifications, previous assessments and experience. The same requirements for technical knowledge and professional practice apply to everyone but they are tested in different ways.

There are three routes and the online application process will help you through according to whether you have a recognised assessment and what it covers.

- **Route 1:** for those who have a recognised assessment for technical knowledge.
- **Route 2:** for those who have a recognised assessment for technical knowledge and professional practice.
- **Route 3:** an experiential route for those who don't have a recognised assessment but do meet the eligibility criteria.

Stage one Do you have a recognised assessment?		
Route 1	Route 2	Route 3
Yes, I have a recognised assessment for technical knowledge.	Yes, I have a recognised assessment for technical knowledge and professional practice.	No, I don't have a recognised assessment but I meet the eligibility criteria and have the necessary experience.
<i>Assessment of technical knowledge is based on the recognised assessment that you hold.</i> <i>Assessment of professional practice is done by a written submission and interview.</i>	<i>Assessment of technical knowledge and professional practice is based on the recognised assessment that you hold.</i>	<i>Assessment of technical knowledge is done by an extended interview.</i> <i>Assessment of professional practice is done by a written submission and interview.</i>
The next step is where you provide evidence of professional practice. There are three steps to this part: 1 Decide which competences you are going to provide evidence for. The full list and more information is later on in these notes. 2 Provide overviews of up to four projects, programmes or portfolios that you will use to illustrate them (maximum 500 words per project overview). 3 Write up to 250 words for each competence, referring back to the relevant project overview.		The next step is where you provide evidence of professional practice. There are three steps to this part: 1 Decide which competences you are going to provide evidence for. The full list and more information is later on in these notes. 2 Provide overviews of up to four projects, programmes or portfolios that you will use to illustrate them (maximum 500 words per project overview). 3 Write up to 250 words for each competence, referring back to the relevant project overview.
You'll be asked to declare that you've kept up to date through CPD, give your proposers' details and pay the application fee.	You'll be asked to upload your CPD log (for the last 12 months), your proposers' details and pay the application fee.	You'll be asked to declare that you have kept up to date through CPD, give your proposers' details and pay the application fee.
Your application will be assessed at this stage, and if successful you'll be invited to interview.		

Stage two Interview		
Route 1	Route 2	Route 3
Up to one hour remote face-to-face interview (two assessors): - professional practice validates your written submission - ethics	A phone interview (one assessor) of up to 30 minutes: - CPD - ethics - currency of mandatory competences	Up to two hour remote face-to-face interview (two assessors). - professional practice validates your written submission - technical knowledge questioning to assess your breadth of knowledge - ethics
A panel meets periodically to confirm results and award chartered status.		

TIP

If you're applying without a recognised assessment you'll be tested on your technical knowledge at the interview. Make sure that you have prepared for this.

A recognised assessment is one that has been reviewed and approved by APM, and meets the requirements of the chartered standard:

- is at least at the required level for technical knowledge or technical knowledge and professional practice
- is externally regulated by an approved body (such as Ofqual), or aligns to the quality requirements of ISO17024
- covers a minimum number of mandatory and elective competences

You can find the current list of recognised assessments on our website: apm.org.uk/chpp. You 'll need to upload your certificate when you apply.

For all recognised assessments that have a validity date, the certificate needs to be current during the full assessment cycle that you are applying under.

Can't see your assessment listed? Don't worry, you can still apply through the experiential route and provide evidence through the written submission and interview.

Find out more about our recognised assessment scheme on our website.

Helping you to prepare

We've commissioned a range of support services that are available to members and non-members.

The project management matrix tool helps to assess and support your readiness to apply for the Chartered Project Professional standard.

Find out more by visiting www.apm.org.uk/chartered-standard

Completing the form

Your application will be completed online, so get everything to hand before you start. Once you start the online application you can save it and come back so you don't need to do it all at once. There's also an 'export to PDF' option so you can pull off a copy for your records.

Checklist

- ☒ certificates from any recognised assessments
- ☒ two proposers: name and contact information only
- ☒ method of payment

If needed:

- ☒ project overviews
- ☒ evidence of competences
- ☒ your CPD log

If you're already registered on our website you'll need to log in to begin. If you're not already registered, it's quick and easy to do so. You'll be asked to provide some basic information to complete the registration process.

The form has help available as you go but if this doesn't answer your question, you can contact the [chartered team](#).

Personal information

You're asked to provide some basic personal information such as any professional memberships and the name of your employer (if applicable). We respect your information and will only use it in accordance with data protection rules and our privacy policy; this is available on request and via the online link when you register.

Recognised assessments

Select any recognised assessments from the drop-down list. This will determine the next steps of the application process. You'll be directed automatically to the parts you need to fill in next. If you don't have a recognised assessment you'll go to the written submission stage and technical knowledge will be tested at interview.

Be ready to upload any relevant certificates.

The current list of recognised assessments can be found on our website: www.apm.org.uk/chartered-standard/recognised-assessment.

If you have an assessment that covers both technical knowledge and professional practice, you can skip the next section and go straight to the section on continuing professional development.



Once you start the online application you can save it and come back so you don't need to do it all at once.



If you need any reasonable adjustments because of a medical or physical condition, refer to page 16 of the application guidance 'reasonable adjustments'.



If your most recent assessment is more than five years old you'll need to provide a statement showing how you've kept up to date with current practice and methods and been actively involved in the project management profession.

Project experience

Unless you have a recognised assessment that includes professional practice, you'll need to provide overviews of up to four projects, programmes or portfolios that give the contextual evidence for your professional practice assessment. These overviews will be referred to as your project experience throughout your application and you should only submit overviews that are used as evidence within the competence section. You'll need to refer to all project experiences in the competence section, but you can only refer to one project per competence, so it's important to describe a project that will give you the best chance of meeting the relevant assessment criteria.

- You must show what you were personally responsible/accountable for.
- The project, programme or portfolio must demonstrate all the following characteristics:
 - uncertainty or conflicting objectives
 - high levels of unpredictability or risk
 - multiple work packages, projects or programmes
 - multiple interdependent stakeholders, possibly with competing interests
- You'll be expected to write up to 500 words for each project overview.



If your most recent project, programme or portfolio is more than five years old you'll need to provide a statement showing how you've kept up to date with current practice and methods and been actively involved in the project management profession.



Complexity is exhibited through demonstration of all the characteristics required in your project experience.

Competence selection and assessment

In this section you'll show how you meet the competences. Most are mandatory but there are also some choices. You'll need to spend some time thinking about the evidence you'll need – don't rush it.

The elective selection provides the opportunity for those in specialist roles to demonstrate how they meet the chartered standard.

Mandatory	Ten competences Including a choice of either budgeting and cost control OR financial management
Elective	Your choice of two from a list of 15
Total	12 competences

For each competence assessed, you'll need to cover a minimum of four professional practice assessment criteria across the competence. State which project, programme or portfolio overview the evidence is from. The competences and assessment criteria can be found in appendix 1.

Important note: Each competence statement must relate to one project, programme or portfolio detailed in the project experience section. You can't refer to more than one project experience within a single competence. If an overview in your project experience section isn't referenced in your competence section, please remove before submitting your application.

Assessors will be looking for evidence of how you've attained and demonstrated the competence, not how you've managed others to do it so you should use the first person, 'I', in your responses. All competences must be related to your own experience so avoid making statements about any team or corporate achievements which weren't your own, any restatement of the assessment criteria, or coverage of knowledge and theory.

Each of your competence statements can be up to 250 words.

TIP

Write up your project overviews and competence statements offline so that you can spell check, word count and edit them easily. Then simply copy and paste them into the application system.

- Write your answers in the first person. "I did...."
- Avoid jargon and company acronyms – remember the assessors won't know your organisation so explain things as clearly as you can using plain English.
- Proofread your application. It may help to go back to it the next day with a fresh pair of eyes before submitting.
- Make sure your proposers are happy and know that they may be contacted.
- Avoid theoretical answers or repeating the competence statements and assessment criteria.

Continuing Professional Development (CPD)

Your development as a project professional will continue throughout your career and you must make a commitment to keeping up to date.

You 'll need to have completed 35 hours of CPD in the 12 months up to your application and confirm that you'll maintain this every year. All CPD must meet the requirements of APM's CPD scheme which can be found on our website: apm.org.uk/cpd

CPD

You'll either have to upload your record or self-declare (see section above on the application process)

We'll do an annual audit of a sample of ChPP CPD records.

You can use our CPD log, but this isn't mandatory as long as you meet the necessary requirements detailed in our CPD scheme. Your submission should include a statement on the areas you'd like to develop further over the next 12 months.

Your proposers

You must provide contact details for two proposers who support your application. Proposers could be another project professional or your line manager but can't be a family member.

Your proposers should believe you're suitable for consideration for ChPP and be happy to confirm this if contacted by us.

Code of Professional Conduct and online directory

In this section you'll be asked to confirm that you've read, understood and will abide by our Code of Professional Conduct: www.apm.org.uk/about-us/how-apm-is-run/apm-code-of-professional-conduct. This'll demonstrate your commitment to the profession and ethical behaviour, and your willingness to support others.

You'll also be asked if, subject to your application being successful, you'd like your name to be published on our website.

TIP

CPD: Things you might want to consider could include: work-based learning; distance learning; special work projects, writing technical papers; mentoring; voluntary work; association activities or committee work; promoting project management to young people; seminar/ conference presentations; any relevant course or private study.

The interview

If your first stage application is successful, you'll be invited to an interview.

The interview is a mandatory part of the assessment process for all applicants. It's based on the information you provide in your application and will validate and explore your responses. See the earlier step-through of the application process on page eight to check what your interview will cover.

Interviews may be recorded or observed for quality assurance purposes with the applicant's permission.

The interviewers will make their judgements based solely on the information in your application and your performance during the interview.

Interviewers are experienced assessors and understand the requirements and criteria for ChPP. You'll each be told one another's names in advance of the interview to identify and prevent any conflicts of interest. They won't necessarily be matched to your market sector or area of expertise, but will give a very brief introduction of themselves for your benefit before the interview.

Interview format

The interview will take the form of a discussion. There're no trick questions and you should structure your responses to questions using 'I' not 'we' or 'the team'. The interviewers will be seeking to understand your evidence.

Route 1 interviews

Your interview will be conducted by two assessors and the purpose of the interview is to explore and validate your written submission. You're expected to provide detailed and specific answers about actual events relating to evidence in your application. You will be asked:

- clarification questions on your project overviews (if applicable)
- clarification questions on your professionally active statement (if applicable)
- questions on six competence areas from your written submission (these areas are chosen by the assessors)
- questions on ethics

If you have any additional evidence you'd like to add to support your application – you have up to five minutes to provide this.



You must sit the interview within a year of receiving your successful written submission results.

TIP

Keep a copy of your application for your records and review before the interview stage. There is an 'export to PDF' link on each page of the online application form.



A copy of your written submission and brief notes are permitted during the interview. These are to be used as a memory-aid and shouldn't be read from verbatim.

TIP

You can find the technical knowledge assessment criteria in Appendix 2.

Route 2 interviews

Your interview will be conducted by one assessor and, as you already hold a recognised assessment for technical knowledge and professional practice the purpose of the interview is to explore currency, ethics and CPD. You'll be asked:

- clarification questions on your professionally active statement (if applicable)
- clarification questions on your CPD submission (if applicable)
- questions on how the CPD you've undertaken relates to a selection of mandatory competences and/or examples, within the past five years, where you've used a selection of mandatory competences within your project management related activity
- questions on ethics

If you have any additional evidence you'd like to add to support your application – you have up to five minutes to provide this.

Route 3 interviews

Your interview will be conducted by two assessors and the purpose of the interview is to explore and validate your written submission as well as assess technical knowledge. You're expected to provide detailed and specific answers about actual events relating to evidence in your application with regards to professional practice. The technical knowledge questions are designed to assess your breadth of knowledge against the criteria (available in appendix 2). Answers to these questions don't specifically have to relate to your own experience. You'll be asked:

- clarification questions on your project overviews (if applicable)
- clarification questions on your professionally active statement (if applicable)
- questions on six competence areas from your written submission in relation to professional practice (these areas are chosen by the assessors)
- questions on four competence areas from your written submission in relation to technical knowledge (these areas are chosen by the assessors)
- questions on ethics

If you have any additional evidence you'd like to add to support your application – you have up to five minutes to provide this.

What happens next?

Your assessors will make a recommendation which will then be referred to a panel for approval. You'll then be informed of the outcome.

If you're successful, you'll receive a letter and a certificate from us confirming your achievement within eight weeks from the results release date. Your name will be included on the Register of Chartered Project Professionals.

Your name will be published on our website if you've given permission for us to do so.

To maintain your chartered status, you're obliged to complete 35 hours of continuing professional development (CPD) annually, which we may audit at any time and are required to pay an annual renewal fee.

If your application isn't successful, we'll write to you and explain the reason for the decision. You'll be given feedback and guidance to help you to resubmit.

If unsuccessful at interview, we'll write to you and explain the reason for the decision. You'll be given feedback and guidance to help you repeat the required process. If unsuccessful at interview against the professional practice criteria then you will have to start the application process again, including your written submission.

Other things to note

Confidentiality

We anticipate that you're able to supply the necessary level of detail required without breaching any confidentiality.

Register and directory

We maintain a register containing details of all those who hold the Chartered Project Professional designation. This will be managed by us for the purposes of meeting the requirements of the Royal Charter and this will not be publicly available. Those on the register also have the option to have their names on a public directory. You can opt in or out of having your name displayed on the directory.

Reasonable adjustments

We'll work in partnership, with applicants who have either short or long term conditions, specific learning difficulties, or are regarded as disabled as defined by the Equality Act 2010. We want our application to be accessible for all. We ask that all reasonable adjustment requests are evidenced by supporting documentation, such as a letter confirming workplace adjustments or documentation from your GP.

To discuss your requirements further, please contact the chartered team at chartered@apm.org.uk.

Assessment results enquiries and appeals

By attending the interview candidates confirm they're fit to do so: no appeals will be heard concerning a candidate's wellbeing during the interview. For further information visit apm.org.uk/apm-complaints-process/assessment-results-enquiry-process/

APM support services

We run a range of monthly support clinics to help you through your application to become a Chartered Project Professional. These support clinics are available to all and are free to attend, for more information please visit apm.org.uk/chartered-standard/support-services/

There are other support services available by third parties, please note these haven't been endorsed by APM.

Scoring model

Each chartered competence is marked out of two with:

- 0 = less than two assessment criteria provisionally achieved across the chartered competence
- 1 = two to three assessment criteria provisionally achieved across the chartered competence
- 2 = at least four of the assessment criteria provisionally achieved across the chartered competence

		Route 1	Route 2 No scores provided must successfully meet the criteria at interview	Route 3
Stage 1: Written submission	Project overview	• Demonstrated your personal responsibility and accountability • Met criteria of fulfilling the four characteristics • If unsuccessful the competence which the project relates to will score a 0 • If more than one project is referred to within a competence, the relevant competence will score a 0	N/A	• Demonstrated your personal responsibility and accountability • Met criteria of fulfilling the four characteristics • If unsuccessful the competence which the project relates to will score a 0 • If more than one project is referred to within a competence, the relevant competence will score a 0
	Competence	• Professional practice score a minimum of 20 • Mustn't score a 0 against any competence areas	N/A	Professional practice score a minimum of 20 Mustn't score a 0 against any competence areas
Stage 2: Interview		• Professional practice: Score 22 or more across the six competences assessed at interview and the six remaining competence scores taken from your written submission • Ethics: successfully meet the criteria • Mustn't score a 0 against any competence area	• Professionally active (where applicable) • CPD • Currency • Ethics	• Professional practice: score 22 or more across the six competences assessed at interview and the six remaining competence scores taken from your written submission • Technical Knowledge: score 8 – must achieve a score of two for each of the four technical knowledge competences assessed. • Ethics: successfully meet the criteria • Mustn't score a 0 against any competence area

Appendix 1:

Professional practice assessment criteria for written submission

Note: If you are currently answering the written submission on professional practice these are the assessment criteria.

In this document, the term 'project' is used as a generic term to relate to project, programme or portfolio management or key control functions, with the exception of 1b Financial Management, 11 Asset Allocation, 12 Benefits Management and 21 Resource Capacity Planning, which are specific to programme and/or portfolio management.

Mandatory competences

You must complete statements against the mandatory competences, and select either 1a Budgeting and cost control, OR 1b Financial management.

Competence	Professional practice assessment criteria	Additional guidance
1a Budgeting and cost control	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 establish estimates for different costs associated with a project PP1.2 establish and agree an overall budget for a project PP1.3 apply metrics to establish cost trends within a project PP1.4 update and refine budget allocations based on a cost analysis through the change control process PP2.1 set up funding drawdown arrangements based on an appropriately and accurately informed cash flow forecast PP2.2 produce financial reports for stakeholders based on effective financial performance monitoring PP2.3 ensure the completion of all financial transactions before the closure of a project and produce final financial reports on the financial performance of a project for distribution to relevant stakeholders	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the projects within your project experience, and explain how you established estimates for different costs associated with the project, applied metrics to establish cost trends, produced financial reports based on effective financial performance monitoring, and ensured the completion of all financial transactions before the closure of a project and produced final financial reports on the financial performance of the project.
1b Financial management	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 adopt a consistent approach to the investment appraisal of a programme or portfolio in line with organisational practice PP1.2 ensure a consistent approach to estimating is used across the programme or portfolio PP1.3 establish control limits for the reporting and approval of budget variances PP1.4 establish arrangements for the release of funds at appropriate stages in a programme or portfolio PP2.1 determine capital and revenue expenditure for a programme or portfolio ensuring alignment with the organisation's financial plan PP2.2 establish financial reporting milestones and reviews for a programme or portfolio PP2.3 produce financial progress reports based on the financial information related to a programme or portfolio PP2.4 adjust a financial plan based on the progress of a programme or portfolio and associated financial reviews	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the programmes or portfolios within your project experience, and explain how you ensured a consistent approach to estimating across the programme or portfolio, established control limits for the reporting and approval of budget variances, established financial reporting milestones and reviews, and adjusted the financial plan based on the progress of a programme or portfolio and associated financial reviews.

Mandatory competences

Competence	Professional practice assessment criteria	Additional guidance
2 Change control	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 establish, implement and maintain an appropriate change control process PP1.2 capture and record proposed changes to the agreed scope and objectives of the project PP1.3 determine the high-level impact of proposed changes to the scope and objectives of a project including reference to relevant sources PP1.4 use a trend analysis to improve the future performance of projects PP2.1 reach justified recommendations on the approval, rejection or deferral of proposed changes to a project PP2.2 update plans and schedules to reflect approved changes to a project ensuring configuration management is used PP2.3 communicate implemented changes to relevant stakeholders	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the projects within your project experience, and explain how you established, implemented and maintained the change control process, undertook an impact analysis with input from others, developed recommendations on how to address the changes and how implemented changes were communicated.
3 Conflict management	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 take a proactive approach to identify and address potential conflict situations which may impact on a project PP1.2 take an impartial approach to investigating the cause of conflict PP1.3 evaluate and implement conflict management measures including the role of colleagues and specialists PP1.4 monitor the extent to which conflict management measures are successful PP2.1 support others to resolve conflict PP2.2 respond appropriately and promptly to conflict situations where intervention is required PP2.3 resolve conflict giving due respect to the views, opinions and concerns of all parties	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the projects within your project experience, and explain how you took a proactive approach to identify and address potential conflict situations which may have impacted on your project, evaluated and implemented conflict management measures including the role of colleagues and specialists, supported others to resolve conflict, and resolved conflict giving due respect to the views, opinions and concerns of all parties.

Mandatory competences

Competence	Professional practice assessment criteria	Additional guidance
4 Consolidated planning	You can evidence this across a number of assessment criteria. You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 comply with organisational practice when establishing the structure and format of an effective consolidated plan PP1.2 consider constraints, assumptions, dependencies and governance arrangements when creating a consolidated plan PP1.3 include or refer to other relevant plans and documentation PP1.4 create a consolidated plan which balances the fundamental components of that plan to meet the requirements of a project and ensure formal acceptance of the plan PP2.1 apply configuration management to a plan once it has been formally accepted PP2.2 continually monitor the progress of a project against the consolidated plan PP2.3 adjust the consolidated plan utilising a change control process	A definition of consolidated planning can be found in APM Competence Framework which can be accessed here. Please note the consolidated plan brings together all of the plans and not just for example scheduling alone. It need not be a single document but should make reference to other plans. To meet the minimum four assessment criteria in this instance, you could, provide examples from one of the projects within your project experience, and explain how you considered constraints, assumptions, dependencies and governance arrangements when creating a consolidated plan, included or referred to other relevant plans and documentation, applied configuration management to the plan once it had been accepted, and adjusted the plan making use of change control.
5 Governance arrangements	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 define reporting, decision-making hierarchies and levels of authority for a project PP1.2 establish the relationship between a project's governance and the organisation's governance structures PP1.3 design the project governance structure taking into account context, complexity and potential impact PP2.1 ensure clarity of ownership and levels of authority by agreeing the responsibilities and accountabilities with relevant individuals PP2.2 ensure effective reporting and decision making through maintained governance structures, staffing and maintenance of approved reporting and decision making	To meet the minimum four assessment criteria in this instance, you could, provide examples from one of the projects within your project experience, and explain how you defined reporting, decision-making hierarchies and levels of authority for the project, designed the project governance structure taking into account context, complexity and potential impact, ensured clarity of ownership and levels of authority by agreeing the responsibilities and accountabilities with relevant individuals, and ensured effective reporting and decision making throughout.

Mandatory competences

Competence	Professional practice assessment criteria	Additional guidance
6 Leadership	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 select an appropriate leadership style based on the situation and/or context PP1.2 collaborate with others to maintain the momentum of a project PP1.3 encourage others to adopt behaviours which builds trust, confidence and collaboration within and between teams PP1.4 establish environments which present opportunities for empowered and autonomous working PP2.1 maintain a team's understanding of, and commitment to the vision, values and objectives of a project through effective and open communication PP2.2 facilitate open discussions to support the identification of potential or real difficulties and challenges to delivering a successful project PP2.3 address difficulties and challenges effectively and in a timely manner	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the projects within your project experience, and explain how you selected an appropriate leadership style based on the situation and/or context, encouraged others to adopt behaviours which built trust, confidence and collaboration, maintained the team's understanding of, and commitment to the vision, values and objectives of the project through effective and open communication, and addressed difficulties and challenges effectively and in a timely manner.
7 Reviews	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 consider factors which need to be evaluated during a review PP1.2 establish and implement a schedule of reviews incorporating key milestones during and after a project PP1.3 obtain appropriate information from valid sources to inform the review PP2.1 maintain records of any deviations from plans to include reasons for and responses to the deviations PP2.2 communicate the outcomes of reviews to relevant stakeholders PP2.3 confirm stakeholder understanding and acceptance of proposed actions PP2.4 implement agreed actions and update lessons learned log	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the projects within your project experience, and explain how you considered factors which needed to be evaluated during a review, obtained appropriate information from valid sources to inform the review, communicated the outcomes of reviews to relevant stakeholders, and implemented agreed actions and updated the lessons learned log.

Mandatory competences

Competence	Professional practice assessment criteria	Additional guidance
8 Risk and issue management	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 continually identify risks and issues within a project PP1.2 create a risk management plan including potential impact and suitable responses PP1.3 record issues, how they were resolved, and their implications to inform planning for future projects PP1.4 transfer, accept or avoid unresolved risks at the end of a project PP2.1 assess the probabilities and impacts of the risks within a project and plan their responses PP2.2 assess and plan responses to issues PP2.3 implement responses to risks and issues including escalation, addressing any implications for the future	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the projects within your project experience, and explain how you continually identified risks and issues within the project, created a risk management plan including potential impact and suitable responses, assessed the probabilities and impacts of the risks and planned their responses, implemented responses to risks and issues, addressing any implications for the future including escalation.
9 Stakeholder and communications management	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 determine stakeholder interests, requirements and levels of influence for a project PP1.2 produce stakeholder management and communication plans PP1.3 monitor the effectiveness of stakeholder management and communication plans PP1.4 adjust stakeholder management and communication plans to respond to any changing needs of a project PP2.1 employ relevant communication methods and media to meet stakeholder requirements and expectations PP2.2 disseminate clear, timely and relevant information to stakeholders PP2.3 obtain, and respond to, feedback from stakeholders which may have an impact on a project	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the projects within your project experience, and explain how you determined stakeholder interests, requirements and levels of influence for a project, monitored the effectiveness of stakeholder management and communication plans, employed relevant communication methods and media to meet stakeholder requirements and expectations and disseminated clear, timely and relevant information to stakeholders.

Mandatory competences

Competence	Professional practice assessment criteria	Additional guidance
10 Team management	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 agree team objectives and ways of working to achieve the vision and goals of a project PP1.2 acknowledge levels of performance through constructive feedback to individuals and teams PP1.3 adopt a proactive approach to communication to establish networks of support and facilitate effective delegation PP2.1 meet the demands of a project through balancing individual and team needs PP2.2 provide opportunities for coaching and mentoring to members of a team PP2.3 address performance issues likely to negatively impact on the success of a project	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the projects within your project experience, and explain how you agreed team objectives and ways of working to achieve the vision and goals of the project, adopted a proactive approach to communication to establish networks of support and facilitated effective delegation, met the demands of the project through balancing individual and team needs, and addressed performance issues that were likely to negatively impact on the success of the project.

Elective competences

Competence	Professional practice assessment criteria	Additional guidance
11 Asset allocation	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 determine changes required by the organisation's strategic objectives PP1.2 categorise related projects and programmes in relation to an organisation's strategic objectives PP1.3 map the intended outputs, outcomes and benefits of related projects and programmes to an organisation's strategic objectives PP1.4 determine gaps which may exist in the alignment of related projects and programmes, either current or proposed, to strategic objectives PP1.5 establish appropriate measures to compare the likely value of, both current and proposed, related projects and programmes to an organisation's strategic objectives PP2.1 use appropriate measures to prioritise related current and proposed projects and programmes PP2.2 consider the availability of finance and other resources when applying prioritisation measures PP2.3 recommend whether projects and programmes should be initiated, maintained or closed to maintain a balanced portfolio PP2.4 communicate appropriately and effectively to stakeholders any recommendations to inform decisions about the maintenance of a balanced portfolio	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the programmes or portfolios within your project experience, and explain how you determined changes required by the organisation's strategic objectives, mapped the intended outputs, outcomes and benefits of related projects and programmes to an organisation's strategic objectives, established appropriate measures to compare the likely value of, both current and proposed, related projects and programmes to the organisation's strategic objectives, and considered the availability of finance and other resources when applying these measures.

Elective competences

Competence	Professional practice assessment criteria	Additional guidance
12 Benefits management	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 demonstrate how the intended benefits relate to strategic objectives PP1.2 establish measurable benefits which are meaningful to stakeholders PP1.3 prioritise achievement of benefits based on their level of contribution to strategic objectives PP1.4 confirm dependencies between intended benefits and the outputs, outcomes and related business changes PP2.1 create a benefits management strategy which considers priorities, timescales and responsibilities, and monitoring methods PP2.2 create a benefits realisation plan which considers funding options, key indicators, milestones and reporting schedules PP2.3 carry out effective monitoring against the benefits realisation plan PP2.4 based on monitoring outcomes, take action to highlight recommended adjustments to maximise benefits realisation	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the programmes or portfolios within your project experience, and explain how you demonstrated how the intended benefits related to strategic objectives, prioritised achievement of benefits based on their level of contribution to strategic objectives, created a benefits management strategy which considered priorities, timescales and responsibilities, and monitoring methods, carried out effective monitoring against the benefits realisation plan, and took action to highlight recommended adjustments to maximise benefits realisation based on the monitoring outcomes.

Elective competences

Competence	Professional practice assessment criteria	Additional guidance
13 Business case	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 determine the relevant factors which could influence the development of a convincing business case PP1.2 support a persuasive argument through effective analysis of relevant factors PP1.3 establish a benefits framework for a business case PP1.4 document a business case in a relevant format PP2.1 gain initial and ongoing formal acceptance of a business case PP2.2 monitor and refine a business case as circumstances and factors change PP2.3 implement a change control process and configuration management system when updating a business case	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the projects within your project experience, and explain how you supported a persuasive argument through effective analysis of relevant factors, documented a business case in a relevant format, gained initial and ongoing formal acceptance of the business case, and implemented a change control process and configuration management system when updating the business case.
14 Capability development	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 conduct a skills analysis on individuals within an organisation to identify gaps in competences required to deliver a successful project PP1.2 develop a training and development strategy in relation to project management PP1.3 implement a training and development strategy in relation to project management PP2.1 use tools and techniques to determine an organisation's capability to support a project PP2.2 apply relevant competency models to an organisation's workforce in relation to project management PP2.3 monitor and evaluate organisational learning against objectives	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the programmes or portfolios within your project experience, and explain how you conducted a skills analysis on individuals within the organisation to identify gaps in competences required to deliver a successful project, implemented a training and development strategy in relation to project management, applied relevant competency models to the organisation's workforce in relation to project management, and monitored and evaluated organisational learning against objectives.

Elective competences

Competence	Professional practice assessment criteria	Additional guidance
15 Contract management	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 effectively monitor supplier performance against agreed contractual obligations PP1.2 ensure the organisation meets its contractual obligations through effective monitoring PP2.1 respond appropriately to ensure all parties comply with the terms of a contract PP2.2 manage contract variances promptly to resolve any contractual problems PP2.3 effectively manage supplier relationships PP2.4 effectively close a contract once all contractual obligations have been met	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the projects within your project experience, and explain how you effectively monitored supplier performance against agreed contractual obligations, responded appropriately to ensure all parties complied with the terms of the contract, effectively managed supplier relationships, and effectively closed the contract once all contractual obligations had been met.
16 Frameworks and methodologies	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 analyse potential frameworks/ methodologies for the management of projects PP1.2 determine internal and external contexts which could affect the use of a framework/ methodology PP1.3 identify the underlying framework/ methodology principles that will suit the management of projects within the organisation PP2.1 define the processes, standards and guidelines to implement the framework and/or methodology over the lifecycle of projects, adopting these from existing sources, or developing them as required. PP2.2 reflect on the strengths and limitations of a framework/ methodology making refinements as required based on experience	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the projects within your project experience, and explain how you analysed potential frameworks/ methodologies for the management of the project, determined the internal and external contexts which could affect the use of a framework/ methodology, defined the processes, standards and guidelines to implement the framework and/or methodology over the lifecycle of projects, adopting these from existing sources, or developing them as required, and reflected on the strengths and limitations of a framework/ methodology

Elective competences

Competence	Professional practice assessment criteria	Additional guidance
17 Independent assurance	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 effectively resource independent assurance activities PP1.2 agree the scope of and responsibilities for manageable independent assurance activities PP1.3 prioritise independent assurance activities based on a risk assessment of the projects PP2.1 conduct independent assurance activities making recommendations for corrective action where required PP2.2 maintain effective two-way communication with all stakeholders such that corrective action is reported and concerns are addressed promptly PP2.3 provide effective advice, guidance and support to the implementation of recommendations PP2.4 analyse patterns of change which could inform the future performance of projects	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the projects within your project experience, and explain how you effectively resourced independent assurance activities, agreed the scope of and responsibilities for manageable independent assurance activities, conducted independent assurance activities making recommendations for corrective action where required, and analysed patterns of change which could inform the future performance of projects.
18 Procurement	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 establish the type, quality and quantity of the resource requirement PP1.2 develop detailed specifications for the procurement of resources for a project PP1.3 evaluate technical and commercial options for fulfilling the requirements PP1.4 agree a procurement plan with relevant stakeholders PP2.1 negotiate and secure internal resources to effectively deliver a project PP2.2 comply with organisational procedures when selecting and negotiating with suppliers based on a rigorous tendering process PP2.3 agrees viable contracts and statements of work in line with organisational requirements	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the projects within your project experience, and explain how you established the type, quality and quantity of the resource requirement, developed detailed specifications for the procurement of resources for the project, agreed a procurement plan with relevant stakeholders, and agreed viable contracts and statements of work in line with organisational requirements.

Elective competences

Competence	Professional practice assessment criteria	Additional guidance
19 Quality management	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 establish agreed quality indicators for the processes and outputs of the project referring to the business case PP1.2 prepare the quality management plan for a project through liaison with relevant stakeholders and in accordance with the processes, culture and values of the organisation PP1.3 create a quality register for a project PP2.1 manage the process of quality assurance for a project, to confirm the consistent application of the procedures and standards defined in the quality management plan. PP2.2 manage the process of quality control for a project to determine whether success criteria are met. PP2.3 capture lessons learned during a project to contribute to continual improvement. PP2.4 action outcomes from the quality management process, implementing the change control process where required.	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the projects within your project experience, and explain how you established agreed quality indicators for the processes and outputs of the project referring to the business case, created a quality register for the project, managed the process of quality control for the project to determine whether success criteria had been met, and actioned outcomes from the quality management process, implementing the change control process where required.

Elective competences

Competence	Professional practice assessment criteria	Additional guidance
20 Requirements management	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 conduct an analysis of stakeholder wants and needs to inform a schedule of requirements PP1.2 prioritise stakeholder wants and needs based on effective research PP1.3 through effective research, determine dependencies and constraints within a project which may influence the approach to, and outcomes of, that project PP1.4 confirm the outcomes of all research through internal and/or external experts PP2.1 produce a final schedule of requirements based on effective negotiation with stakeholders PP2.2 clearly document the requirements agreed within the schedule of requirements PP2.3 adjust the schedule of requirements during the project if required using the change control process	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the projects within your project experience, and explain how you conducted an analysis of stakeholder wants and needs to inform a schedule of requirements, confirmed the outcomes of all research through internal and/or external experts, produced a final schedule of requirements based on effective negotiation with stakeholders, and clearly documented the requirements agreed within the schedule of requirements.

Elective competences

Competence	Professional practice assessment criteria	Additional guidance
21 Resource capacity planning	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 establish resource requirements for each project PP1.2 determine where related projects have dependencies and similar deadlines, taking account of the schedule for realisation of benefits PP1.3 assess the total resource capacity for the duration of all related projects PP1.4 phase the related projects to fully optimise resource usage taking account of opportunities for shared infrastructures and/or procurement PP1.5 build contingencies into relevant resource plans PP2.1 establish reporting requirements and schedules for relevant project managers PP2.2 inform the direction of project activities through effective scheduling of phases, milestones and review points PP2.3 prepare and deliver overall progress reports to relevant stakeholders	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the programmes or portfolios within your project experience, and explain how you established resource requirements for each project, assessed the total resource capacity for the duration of all related projects, built contingencies into relevant resource plans, and prepared and delivered overall progress reports to relevant stakeholders.

Elective competences

Competence	Professional practice assessment criteria	Additional guidance
22 Resource management	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 establish resource requirements for all activities and events within a project PP1.2 determine internal and external resources which are available to support the delivery of a project and any dependencies between those availabilities PP1.3 prepare a schedule for resource use, reconciling resource limits and time constraints by applying resource smoothing and/or levelling PP2.1 monitor resource use against the schedule during the project and identify variances that require action PP2.2 refine a resource schedule using the change control process	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the projects within your project experience, and explain how you established the resource requirements for all activities and events within the project, determined internal and external resources which were available to support the delivery of the project and any dependencies between those availabilities, monitored resource use against the schedule during the project and identified variances that required action, and refined the resource schedule using the change control process.
23 Schedule management	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 define, in appropriate detail, activities and events to be completed during a project PP1.2 determine relationships and dependencies between activities and events, and their implications to the organisation PP1.3 develop duration estimates and critical dates for each activity and event PP2.1 accurately document a schedule of phases, milestones and review points for a project, sufficient to inform the direction of work and the monitoring of progress PP2.2 refines a schedule of activities based on effective monitoring, implementing the change control process when required	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the projects within your project experience, and explain how you defined, in appropriate detail, activities and events to be completed during the project, developed duration estimates and critical dates for each activity and event, accurately documented a schedule of phases, milestones and review points for the project, sufficient to inform the direction of work and the monitoring of progress, and refined the schedule of activities based on effective monitoring, implementing the change control process where required.

Elective competences

Competence	Professional practice assessment criteria	Additional guidance
24 Solutions development	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 use appropriate tools and techniques to identify options to deliver the requirements for a project PP1.2 use appropriate tools and techniques to evaluate and select options to deliver the requirements for a project PP1.3 document the requirements and selection option for delivery of the project PP2.1 implement an effective monitoring process PP2.2 refine delivery options as required and implement the change control process updating the configuration management system as and when required	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the projects within your project experience, and explain how you used appropriate tools and techniques to identify options to deliver the requirements for the project, documented the requirements and selection option for delivery of the project, implemented an effective monitoring process, and refined delivery options as required and implemented the change control process updating the configuration management system as and when required.
25 Transition management	You need to demonstrate a minimum of four of the following assessment criteria to show that you can: PP1.1 determine key staff required to support a transition process PP1.2 establish the logistic requirements to support a transition process PP1.3 determine the knowledge transfer requirements for a transition process PP1.4 create a transition plan where priorities, potential disruption and output ownership are key considerations PP2.1 negotiate with stakeholders to gain agreement on the transition process plan PP2.2 negotiate with stakeholders to gain agreement on staffing solutions, logistics and knowledge transfer requirements PP2.3 establish a benefit review process to monitor benefits realisation which meets the requirements of relevant stakeholders	To meet the minimum four assessment criteria in this instance, you could, for example, provide examples from one of the projects within your project experience, and explain how you determined key staff required to support the transition process, established the logistic requirements to support the transition process, created a transition plan where priorities, potential disruption and output ownership were key considerations, and negotiated with stakeholders to gain agreement on staffing solutions, logistics and knowledge transfer requirements.

Appendix 2:

Technical knowledge assessment criteria for interview (if required)

Note: If you are currently preparing for your route three interview including technical knowledge these are the assessment criteria.

In this document, the term 'project' is used as a generic term to relate to project, programme or portfolio management or key control functions, with the exception of 1b Financial Management, 11 Asset Allocation, 12 Benefits Management and 21 Resource Capacity Planning, which are specific to programme and/or portfolio management.

Mandatory competences

Competence	Technical knowledge assessment criteria	Additional guidance
1a Budgeting and cost control	You need to show that you can: - TK1.1 evaluate cost tracking tools and techniques - TK1.2 evaluate the limitations of cost estimation in the context of a project - TK1.3 discuss the value of cost analysis to a project - TK2.1 evaluate the importance of cash flow and cash flow forecasts in the context of a project - TK2.2 suggest why the monitoring of the financial performance of a project is important to project objectives	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining why a certain model could be used over another, demonstrating evaluation of cost tracking tools and techniques.
1b Financial management	You need to show that you can: - TK1.1 critically evaluate methods for producing an effective investment appraisal to a programme or portfolio - TK1.2 evaluate the importance of differing levels of financial accountability in a programme or portfolio - TK1.3 analyse sources and impact of estimation bias - TK2.1 evaluate the importance of aligning the financial plan of a programme or portfolio to an overall financial plan - TK2.2 analyse the extent to which adjusting a financial plan would be beneficial to a programme or portfolio and the sources required to do this	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining why a certain method could be used over another, demonstrating critical evaluation of methods for producing an effective investment appraisal.

Mandatory competences

Competence	Technical knowledge assessment criteria	Additional guidance
2 Change control	You need to show that you can: TK1.1 critically evaluate the features and benefits of using a change control process TK1.2 analyse ways in which to collate and record information from stakeholders TK1.3 evaluate the extent to which trend analysis adds value to the management of change within a project TK2.1 critically evaluate methods of impact assessment and options analysis in relation to change within a project TK2.2 evaluate the importance of responding appropriately to recommendations relating to the scope and objectives of a project TK2.3 analyse the importance of managing approved change within a configuration management system	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining and evaluating the features and benefits of using a change control process.
3 Conflict management	You need to show that you can: TK1.1 evaluate positive and negative conflict in the context of a project TK1.2 critically evaluate the causes of conflict TK1.3 analyse ways in which to effectively manage conflict in the context of a project TK1.4 evaluate the extent to which conflict could be a tool to improve performance TK2.1 evaluate the methods and techniques which could be used to manage and resolve conflict including monitoring their effectiveness TK2.2 evaluate the importance of objectivity and impartiality when resolving conflict	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the third criterion, this could take the form of explaining ways that you could effectively manage conflict and why you might choose these approaches over alternatives, demonstrating analysis of ways in which to effectively manage conflict.

Mandatory competences

Competence	Technical knowledge assessment criteria	Additional guidance
4 Consolidated planning	You need to show that you can: TK1.1 critically evaluate the purpose of a consolidated plan TK1.2 analyse different formats for consolidated plans TK2.1 evaluate the importance of monitoring the relationship between a consolidated plan and the progress of a project TK2.2 analyse situations, potential or real, where a consolidated plan may have to be adjusted in the context of a project	A definition of consolidated planning can be found in APM Competence Framework which can be accessed here. The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the second criterion, this could take the form of explaining the different types of plan that you could employ within a project, and how you could use them to meet different needs and purpose, demonstrating analysis of different formats for consolidated plans.
5 Governance arrangements	You need to show that you can: TK1.1 critically evaluate the concepts of hierarchies and organisational structures in the context of a project TK1.2 analyse types of organisational structure TK1.3 evaluate the importance of establishing and maintaining timely reporting and decision-making hierarchies for a project TK2.1 evaluate the importance of establishing governance structures, roles and responsibilities within a project TK2.2 evaluate the importance of establishing clear levels of authority within a project	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining the hierarchies and structures that you could employ within a project and why those might be chosen over alternatives, demonstrating critical evaluation of the concepts of hierarchies and organisational structure in the context of a project.

Mandatory competences

Competence	Technical knowledge assessment criteria	Additional guidance
6 Leadership	You need to show that you can: TK1.1 critically evaluate a range of leadership styles and when to adopt them in a project context TK1.2 evaluate the tools, techniques and behaviours, for gaining and maintaining trust, confidence and collaboration of others TK1.3 evaluate the environments to encourage empowered and high-performing teams TK2.1 analyse ways in which leaders can effectively communicate the vision and values of the project with team members and stakeholders TK2.2 evaluate methods for addressing difficulties and challenges, including escalation	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining the leadership styles that you could adopt in project work, and why they might be appropriate at different times, demonstrating critical evaluation of the range of leadership styles and when to adopt them in the context of a project.
7 Reviews	You need to show that you can: TK1.1 critically evaluate a range of factors during reviews, and how these vary through the stages of a project TK1.2 critically evaluate the importance of aligning reviews with organisational, legal and regulatory requirements TK1.3 evaluate the validity of various sources of information TK2.1 analyse situations, potential or real, where deviations to a plan may occur in the context of a project and how to determine suitable solutions TK2.2 critically evaluate the importance of stakeholder engagement when implementing the outcomes of reviews TK2.3 analyse the importance of managing updates to documentation impacted by reviews	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining the range of what you could consider during reviews, and how you might approach them across the different stages of the project, demonstrating critical evaluation of the range of factors during reviews, and how these vary through the stages of a project.

Mandatory competences

Competence	Technical knowledge assessment criteria	Additional guidance
8 Risk and issue management	You need to show that you can: TK1.1 evaluate the function of a risk and issue management plans and registers in the context of a project TK1.2 analyse approaches to risk identification TK1.3 analyse qualitative and quantitative methods to assess risk in the context of a project TK2.1 evaluate the importance of risk and issue impact assessments within the context of a project TK2.2 critically evaluate approaches to impact assessments and response planning TK2.3 evaluate the function of a change control process in the management of risks and issues	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the second criterion, this could take the form of explaining how you could approach risk identification and when and why these approaches might be appropriate, demonstrating analysis of approaches to risk identification
9 Stakeholder and communications management	You need to show that you can: TK1.1 critically evaluate the importance of stakeholder management and communication in the context of a project TK1.2 critically analyse the methods to identify stakeholders and analyse their interests, requirements and levels of influence TK1.3 analyse ways in which to effectively engage with stakeholders TK2.1 evaluate methods and media used to communicate with stakeholders TK2.2 evaluate the importance of stakeholder feedback in the context of a project	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the second criterion, this could take the form of explaining how you could approach stakeholder identification and analysis and when and why these methods would be appropriate, demonstrating analysis of methods to identify stakeholders and their interests, requirements and levels of influence

Mandatory competences

Competence	Technical knowledge assessment criteria	Additional guidance
10 Team management	You need to show that you can: - TK1.1 analyse tools and techniques to develop and maintain an effective team - TK1.2 evaluate the relationship between a team development cycle and motivated and co-ordinated teams - TK1.3 evaluate the role of performance feedback as a tool - TK1.4 critically evaluate styles of communication and their adaptation during a project - TK2.1 analyse ways in which individuals and teams can be supported during a project - TK2.2 evaluate coaching and mentoring as development techniques - TK2.3 critically evaluate the relationship between performance management and the success of a project	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining tools and techniques to develop and maintain an effective team, and why and when you might use those over alternatives.

Elective competences

Competence	Technical knowledge assessment criteria	Additional guidance
11 Asset allocation	You need to show that you can: TK1.1 critically evaluate approaches to aligning programmes or portfolios to strategic objectives TK1.2 analyse measures which could be used to compare the likely value of, both current and proposed, related projects and programmes to an organisation's strategic objectives TK1.3 critically evaluate different categories or risk and how these might be appraised TK2.1 evaluate the importance of a balanced portfolio to the achievement of strategic objectives TK2.2 analyse approaches to maintaining a balanced portfolio TK2.3 Evaluate methods of representing balanced portfolios	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the forth criterion, this could take the form of explaining why a balanced portfolio is important to achieving strategic objectives.
12 Benefits management	You need to show that you can: TK1.1 critically evaluate approaches to confirming and categorising benefits against strategic objectives TK1.2 critically evaluate approaches to establishing measures for benefits TK1.3 critically evaluate approaches to identifying and recording dependencies between benefits TK2.1 evaluate the significance of a benefits management strategy and a benefits realisation plan TK2.2 analyse approaches to monitoring the progress of a benefits realisation plan	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining how you could approach confirming and categorising benefits against strategic objectives, and why you might choose these approaches over alternatives, demonstrating critical evaluation of approaches to confirming and categorising benefits against strategic objectives.

Elective competences

Competence	Technical knowledge assessment criteria	Additional guidance
13 Business case	You need to show that you can: TK1.1 critically evaluate the importance of understanding organisational strategies and constraints when developing a business case TK1.2 analyse methods of establishing a benefits framework TK1.3 critically evaluate the importance of identifying optimism bias and establishing confidence limits TK2.1 analyse different formats of a business case that could be used to engage with stakeholders to secure support TK2.2 evaluate the importance of monitoring and refining the business case during the project	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining how you accommodated organisational strategies and constraints when developing your business, why this was important and how it impacted your work, demonstrating critical evaluation of the importance of understanding organisational strategies and constraints when developing a business case.
14 Capability development	You need to show that you can: TK1.1 critically evaluate the importance of conducting a skills analysis on individuals who will be deployed on projects TK1.2 evaluate the importance of an effective learning and development strategy to the creation of a competent workforce employed on projects TK1.3 analyse approaches to implementing a learning and development strategy TK2.1 analyse tools and techniques which could be used to determine an organisation's capability to support projects TK2.2 evaluate the importance of applying relevant competence models to an organisation TK2.3 critically evaluate approaches to monitoring and evaluating organisational learning in relation to project management	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining why conducting a skills analysis was important and how it impacted your work, demonstrating critical evaluation of the importance of conducting a skills analysis on individuals who will be deployed on projects

Elective competences

Competence	Technical knowledge assessment criteria	Additional guidance
15 Contract management	You need to show that you can: TK1.1 critically evaluate the importance of ensuring both parties in a contract meet their obligations within that contract TK1.2 critically evaluate methods and indicators for identifying supplier performance problems TK2.1 analyse approaches for effective contract management in the context of a project TK2.2 critically evaluate ways of establishing and maintaining productive relationships with suppliers TK2.3 critically evaluate approaches to the resolution of contract problems including contract variances	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining why it is important that both parties in a contract meet their obligations, and how it could impact a project if this is not done, demonstrating critical evaluation of the importance of ensuring both parties in a contract meet their obligations to that contract.
16 Frameworks and methodologies	You need to show that you can: TK1.1 critically evaluate characteristics and limitations of different frameworks and methodologies which could be used for a project TK1.2 evaluate approaches to tailoring frameworks and methodologies TK2.1 critically evaluate the sources of information which could inform the selection of an appropriate framework and/or methodology TK2.2 analyse the benefits and costs of prescribing frameworks and methodologies to different aspects of projects	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining frameworks and methodologies that you could use for a project, and what characteristics and limitations these have when implemented, demonstrating critical evaluation of characteristics and limitations of different frameworks and methodologies which could be used for a project.

Elective competences

Competence	Technical knowledge assessment criteria	Additional guidance
17 Independent assurance	You need to show that you can: TK1.1 analyse approaches to independent assurance to ensure that these activities add value TK1.2 critically evaluate the relationship between risk assessment and independent assurance activities TK2.1 evaluate methods of communicating the outcomes of independent assurance activities to relevant stakeholders, and maintaining open communication about these TK2.2 critically evaluate the importance of reinforcing recommendations with advice, guidance and support	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining approaches that you could use for independent assurance, why these might be chosen over alternatives, and how you ensured that these activities added value, demonstrating analysis of approaches to independent assurance to ensure that these activities added value.
18 Procurement	You need to show that you can: TK1.1 critically evaluate the implication of different procurement options TK1.2 evaluate the function of procurement specifications in a project TK1.3 analyse approaches to identifying resources required TK2.1 critically evaluate approaches to negotiate internal and external resource TK2.2 analyse approaches to selecting suppliers TK2.3 critically evaluate the nature and implications of different forms of contract	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining approaches that you could use for procurement, why these were chosen over alternatives, and the implication of these, demonstrating critical evaluation of the implication of different procurement options.

Elective competences

Competence	Technical knowledge assessment criteria	Additional guidance
19 Quality management	You need to show that you can: - TK1.1 analyse the characteristics of effective quality management processes - TK1.2 evaluate the importance and potential sources of effective quality indicators - TK1.3 critically analyse approaches for developing quality management plans - TK2.1 analyse the importance of configuration management to a project - TK2.2 evaluate principles and practical implications of continual improvement	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining key characteristics of quality management processes that you could use, and why these would or would not be effective, demonstrating analysis of the characteristics of effective quality management processes.
20 Requirements management	You need to show that you can: - TK1.1 evaluate methods and approaches to investigate and select different possible requirements - TK1.2 evaluate the importance of engaging with stakeholders to inform requirements and confirm the outcomes of research - TK2.1 critically evaluate the role of negotiation in confirming requirements - TK2.2 analyse the characteristics of well-specified requirements	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining what methods and approaches you could use to investigate and select different possible requirements, and why these methods and approaches might be chosen over alternatives, demonstrating evaluation of methods and approaches to investigate and select different possible requirements.

Elective competences

Competence	Technical knowledge assessment criteria	Additional guidance
21 Resource capacity planning	You need to show that you can: TK1.1 critically evaluate the role of resource capacity planning in the context of multiple projects TK1.2 analyse tools and methods which could be used to support effective resource capacity planning TK2.1 evaluate the importance of effective co-operation with project managers when scheduling resources deployed within related projects TK2.2 evaluate the role of milestones and reviews when managing related projects	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining the role that resource capacity planning has had in the context of your multiple projects, and how you could use it to meet different needs, demonstrating evaluation of methods and approaches to investigate and select different possible requirements.
22 Resource management	You need to show that you can: TK1.1 analyse different characteristics of resources TK1.2 evaluate the role of assumptions in resource planning TK1.3 analyse methods which could be used to manage resources used within a project TK2.1 critically evaluate the benefits to a project of constantly monitoring and refining a resource schedule TK2.2 analyse the techniques to guide the choice, capture and analysis of relevant data to effectively monitor resources	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining different resources that you could use in projects and how they vary, and how you could use them to meet different needs, demonstrating analysis of different characteristics of resources.

Elective competences

Competence	Technical knowledge assessment criteria	Additional guidance
23 Schedule management	You need to show that you can: TK1.1 evaluate the importance of considering the approaches taken and outcomes of other projects when scheduling work activities TK1.2 critically analyse network analysis methods TK1.3 analyse methods which could be used to establish dependencies, estimates and confidence limits TK2.1 evaluate appropriate tools and techniques which could be used to schedule and monitor phases, milestones and review points within a project TK2.2 evaluate approaches to capturing and analysing relevant data to monitor and refine a schedule	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining why it is important to consider approaches to scheduling work including the outcomes of other projects, and the possible impact of not doing this, demonstrating evaluation of the importance of considering the approaches taken and outcomes of other projects when scheduling work activities.
24 Solutions development	You need to show that you can: TK1.1 evaluate possible tools and techniques which could be used to identify options to deliver the requirements for a project TK1.2 evaluate tools and techniques which could be used to analyse and select options to deliver the requirements for a project TK2.1 critically evaluate the importance of modelling, prototyping and testing TK2.2 evaluate the importance of monitoring and refining delivery requirements and options within a project	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining tools and techniques that could be used to identify options, and why these might be chosen over alternatives, demonstrating evaluation of possible tools and techniques which could be used to identify options to deliver the requirements for a project.

Elective competences

Competence	Technical knowledge assessment criteria	Additional guidance
25 Transition management	You need to show that you can: TK1.1 critically evaluate the importance of assessing business readiness in transition management TK1.2 analyse the use of change management models in transition management TK2.1 critically evaluate the benefits to a transition process of effective stakeholder engagement TK2.2 critically evaluate the extent to which a benefits realisation plan adds value to a project	The interview is your opportunity to demonstrate evidence of your knowledge in response to questions from the assessor about your understanding of project management principles. For example, for the first criterion, this could take the form of explaining the importance of assessing business readiness and the impact of not doing so, demonstrating evaluation of the importance of assessing business readiness in transition management



**We are the only chartered membership
organisation for the project profession**

