

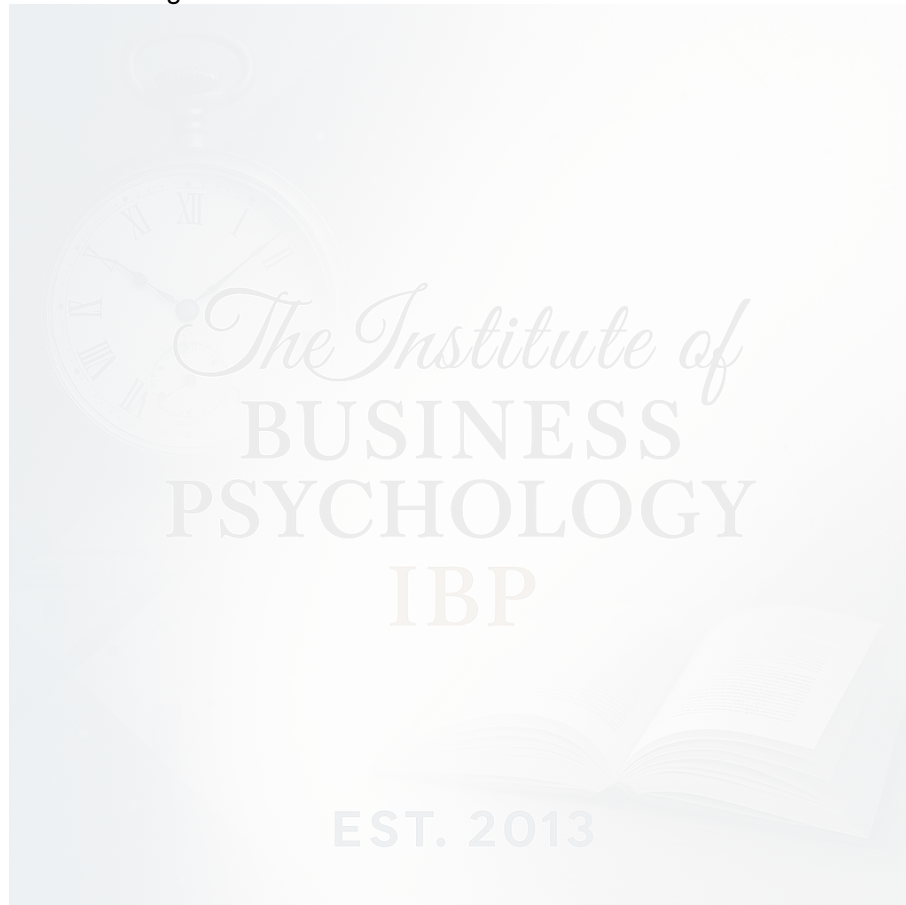


**Institute of Business Psychology of Nigeria (IBPN)**  
Governance, Certification & Professional Standards Framework  
*Certified Business Psychologist (CBPsychol®)*

Jurisdiction: Nigeria

Website: [www.theibpnigeria.org](http://www.theibpnigeria.org)

Delivery Model: Virtual / Digital-First Professional Institute



## 1. CBPsychol® Competency Framework

The Certified Business Psychologist (CBPsychol®) designation represents verified professional competence in the ethical and applied use of psychological principles within business, organizational, and leadership contexts.

### Core Competency Domains:

- Applied Business Psychology Knowledge – Application of psychological theory to organizational behaviour, leadership, performance, decision-making, and workplace dynamics.
- Professional Practice & Experience – Demonstrated applied experience in business psychology, organizational development, consulting, HR, coaching, or leadership practice.
- Ethical & Professional Judgment – Application of ethical reasoning, professional boundaries, and accountability in practice.
- Assessment & Intervention Skills – Competence in diagnosis, intervention design, implementation, and evaluation within business environments.
- Communication & Stakeholder Engagement – Professional communication with individuals, teams, executives, and organizations.

## 2. Assessment & Certification Policy

The Institute awards the CBPsychol® designation through assessment and professional evaluation, not through training attendance alone.

Certification is administered through the Institute's academic and professional arm, the **School of Applied Business Psychology**, acting under the authority of the Institute.

**Eligibility:** CBPsychol® is reserved for **Practitioner Members and Fellows** of the Institute.

**Assessment Methods** may include portfolio review, case study submission, professional interview, and verification of experience.

Certification outcomes include: Approved, Deferred (additional evidence required), or Not Approved. All decisions are documented and subject to internal audit.

## 3. Assessor Role Description

Assessors are appointed independent professionals or academics responsible for evaluating applications objectively and in accordance with Institute standards.

### Key Responsibilities:

- Review applications, portfolios, and evidence submitted by candidates
- Participate in virtual assessment panels or interviews
- Apply assessment criteria consistently and impartially
- Declare and manage conflicts of interest

Assessors operate independently and do not market, promote, or represent the Institute externally.

## 4. Conflict of Interest Policy

A conflict of interest arises where personal, professional, or financial interests could improperly influence decision-making.

All assessors, committee members, and decision-makers must disclose any actual or perceived conflicts prior to involvement in certification or disciplinary processes.

Where a conflict exists, the individual must recuse themselves from the relevant process.

Failure to disclose conflicts may result in removal from roles or disciplinary action.

## 5. Code of Ethics

Members and certificants of the Institute are required to uphold the highest standards of ethical and professional conduct.

### **Core Ethical Principles:**

- Integrity, honesty, and transparency in professional practice
- Respect for individuals, organizations, and diversity
- Professional competence and continuous development
- Confidentiality and responsible handling of information
- Accountability for professional decisions and actions

Breaches of this Code may result in sanctions, including suspension or withdrawal of membership or certification.

## 6. Governance & Charter Transition Positioning

The Institute of Business Psychology of Nigeria operates as a professional, non-statutory body pending legislative charter approval.

A Charter Bill relating to the Institute has passed First Reading in the National Assembly.

### **Charter Transition Clause:**

In the event that statutory charter status is granted by law, existing members and CBPsychol® certificants may be transitioned to chartered status subject to approval by the Governing Council and compliance with transitional regulations.

EST. 2013