

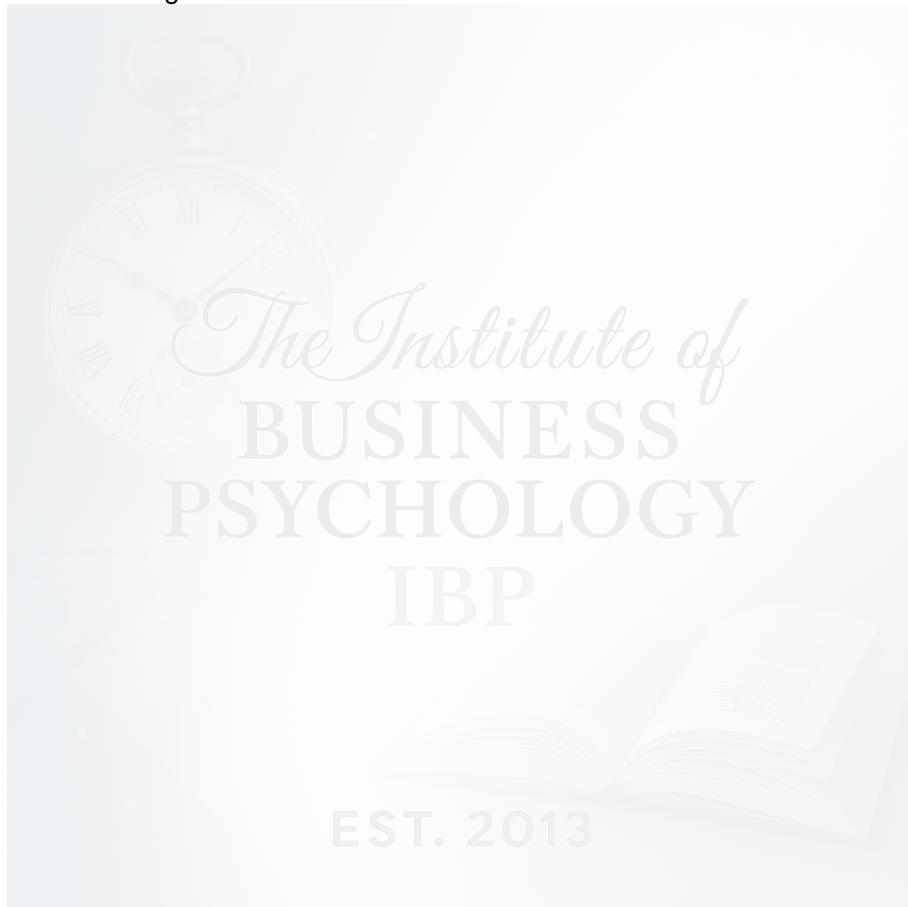


Institute of Business Psychology of Nigeria (IBPN)
Governance, Certification & Professional Standards Framework
Certified Business Psychologist (CBPsychoI®)

Jurisdiction: Nigeria

Website: 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.