



Personal Membership & Certification

For recruiters joining in their own name. Member (MBIOR) or Fellow (FBIOR).

BIOR membership includes the certification assessment. Pass it and you are certified for five years.

Personal membership is for recruiters working in or for an agency, or running their own business, joining in their own name. Membership and certification are how you show clients, employers and candidates that you work to a recognised industry standard set by a British Institute.

What you get

- **Your listing** on the public directory of BIOR members and certified members at ior.org/certified, and your own verification page that anyone can check in a minute at ior.org/verify.
- **Your letters.** MBIOR as a Member, FBIOR as a Fellow.
- **The BIOR credential on your LinkedIn profile** in one click, and the badge for your email signature.
- **The weekly Member Briefing.** What changed in employment law and what it means for your desk, in plain English.
- **The certification assessment, included.** Online, about 40 minutes, taken from your dashboard when you are ready. Pass it and your entry shows Certified, with the Certified Recruiter logo and your certificate, for five years. Then you take it again, free, and the mark continues without a gap.

Choose your grade

Member (MBIOR)

For any recruiter who commits to the BIOR Code of Professional and Ethical Conduct. The assessment is the standard. Pass it and you are a Certified Recruiter.

£120 a year

Join online at ior.org/membership/join/17

Fellow (FBIOR)

For senior recruiters with five years at a senior level and a Level 3 or above recruitment qualification, or ten years at a senior level. A short Fellowship declaration and a 30 minute professional discussion.

£120 a year, plus a one-off £250 for the professional discussion and the review of your Fellowship declaration

Apply online at ior.org/membership/join/18

How it works

Join online, log in to your dashboard, complete your profile and take the certification assessment when you are ready. Once it is graded as a pass, your certificate and the Certified Recruiter logo are in your dashboard and your directory entry shows Certified. Membership renews every year. Questions to support@ior.org.



Work in an agency? Agency Membership covers everyone in the business

Agency Membership covers the business and every recruiter in it at no extra charge, and includes company and personal certification. It adds what personal membership does not. Ask BIOR, the written answers desk on the rules. The document library of 2026 agreements, terms, policies and templates. The Agency Compliance Pack. The Tender and PSL Questionnaire Answer Bank. The Getting Paid Pack. The Split-Fee Network. The monthly Client Briefing to send to your clients under your own name, and the quarterly masterclass.

Ask for the Agency Membership brochure and the fee for your business at support@ior.org, or see ior.org/agency-membership. In-house recruiters who hire for their own employer join as STAR.

Every member is bound by the BIOR Code of Professional and Ethical Conduct and the BIOR complaints procedure. The Code is public at ior.org/code-professional-ethical-conduct. Clients and employers can check any BIOR member or certified recruiter in one minute at ior.org/verify.