PERSONAL MEMBERSHIP AND CERTIFICATION

Certified by assessment. Checkable by anyone.

The British Institute of Recruiters

For recruiters joining in their own name, from The British Institute of Recruiters (BIOR).

As a Member (MBIOR) or a Fellow (FBIOR). The letters after your name, the mark on your profile, and a public record a client or an employer can check in a minute.

For recruiters working in or for an agency, or running their own business. In-house recruiters take STAR.

Since April 2026 the Fair Work Agency enforces the rules on every agency, and the Employment Rights Act keeps changing them through 2027. Clients, employers and candidates are asking who they are dealing with. Membership and certification are how you show them that you work to a published standard, the BIOR Code of Professional and Ethical Conduct, and that your processes have been tested against current UK recruitment law.

Jane Smith MBIOR

The letters after your name as a Member. Certified Recruiter once you have passed the assessment.

WHAT PERSONAL MEMBERSHIP INCLUDES, £120 A YEAR PLUS VAT

Everything a recruiter needs to show their standing.

The certification assessment, included

Online, about 40 minutes, from your dashboard when you are ready. It tests your processes against current UK recruitment law and the BIOR Code. Pass it and you are a Certified Recruiter for five years, then take it again, free.

Your letters, the mark and the LinkedIn credential

MBIOR as a Member, FBIOR as a Fellow, after your name and on your profile. The Certified Recruiter logo once you have passed, the live badge for your email signature, and the credential added to LinkedIn in one click from your dashboard.

Your verification page and directory listing

Published by BIOR from the live record. Anyone can check it in a minute at ior.org/verify, and it says what the record proves.

The shelf for the consultant's desk

Written for the person, not the business, ready to use the same day. The Conduct Regulations as they land on you, right to work for the consultant, your inbox and the data in it, the offer and the counter-offer, the assessment and your CPD record. Ten documents now, a new one most weeks.

The weekly Member Briefing

What changed this week in the employment law that governs recruitment, in plain English, with the government source on every item.

A published standard behind your name

Every member is bound by the BIOR Code of Professional and Ethical Conduct, public at ior.org, with a complaints procedure. That is what the letters mean to a client.

The British Institute of Recruiters, a company limited by guarantee registered in England and Wales, company number 07575583. Registered office Suite 7, First Floor, Parkway 2, Princess Road, Manchester M14 7LU. support@ior.org, +44 (0)161 232 0991, ior.org/personal-certification. November 2026.

HOW IT WORKS

Join. Take the assessment. Carry the letters.

01

Join

Online, in a few minutes, at ior.org/personal-certification. Membership includes the assessment. Fellows add the declaration, ten minutes from the dashboard, and the professional discussion.

02

Take the assessment

Online, about 40 minutes, from your dashboard when you are ready. It saves as you go.

03

Certified for five years

Your certificate and the Certified Recruiter logo in your dashboard, the Certified mark on your verification page and your directory entry. Then take it again, free.

WHAT A CLIENT OR AN EMPLOYER SEES

A record anyone can check in a minute

Every member has a public verification page, published by BIOR and drawn from the live record. It shows your membership, your certification and the dates, and what the record proves. Your badge in your email signature and your LinkedIn credential point to it. That is the difference between claiming a standard and showing one.

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 for five years. £120 a year plus VAT. Join at ior.org/membership/join/17.

FELLOW (FBIOR)

The senior grade, for 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 from your dashboard and a 30-minute professional discussion, then the same annual fee as a Member, £120 a year plus VAT, and a one-off £250 plus VAT for the discussion and the review of the declaration. ior.org/fellowship

WORK IN AN AGENCY, OR IN-HOUSE

Agency Membership covers everyone in a recruitment business at no extra charge, with company and personal certification, Ask BIOR, the Agency Compliance Pack and the document library of terms, policies and packs a business needs on the day it needs them, the tender tools, the Split-Fee Network and the monthly Client Briefing, at ior.org/agency-membership. Recruiters who hire for their own employer take STAR, Specialist in Talent Acquisition and Retention, at ior.org/star.

WHO STANDS BEHIND THE LETTERS

The British Institute of Recruiters (BIOR) is a professional body for UK recruitment founded in 2011 (the Institute of Recruiters until 2017), Companies House 07575583, registered office in Manchester. BIOR is a Department for Education end-point assessment organisation (EPA0202), an Ofqual recognised awarding organisation as Summit Qualifications UK (RN6063) and on the UK Register of Learning Providers (10044645); the Recruiter apprenticeship standard (ST1421) names BIOR under professional recognition. UK recruitment has no statutory governing body; BIOR is a professional body, not a regulator, and every member is bound by the Code of Professional and Ethical Conduct and the complaints procedure.

Join online, or email support@ior.org ior.org/personal-certification

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