



STAR Membership & Certification

Specialist in Talent Acquisition and Retention. For in-house recruiters who hire for their own employer.

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

STAR, Specialist in Talent Acquisition and Retention, is the BIOR membership and certification for recruiters who recruit for the company they work for. In-house recruiters, talent acquisition specialists and internal hiring teams. It shows your employer, your hiring managers and your candidates that you work to a recognised industry standard set by a British Institute.

What you get, £120 a year

- **The STAR letters** after your name, and the STAR logo.
- **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.
- **The BIOR credential on your LinkedIn profile** in one click, and the badge for your email signature.
- **The weekly Member Briefing.** What changed in the employment law that governs hiring, in plain English.
- **The STAR certification assessment, included.** Online, about 45 minutes, taken from your dashboard when you are ready. Pass it and your entry shows STAR Certified, with your STAR certificate and logo, for five years. Then you take it again, free, and the mark continues without a gap.

How it works

Join online at ior.org/membership/join/28, log in to your dashboard, complete your profile and take the STAR certification assessment when you are ready. Once it is graded as a pass, your STAR certificate and logo are in your dashboard and your directory entry shows Certified. Membership renews every year. Questions to support@ior.org.

The in-house recruitment qualification

The Summit Qualifications UK Level 3 Certificate in Principles of Recruitment covers sourcing, screening and selection, working with hiring managers and building an employer brand, and also earns the STAR letters. Summit Qualifications UK is BIOR's Ofqual regulated awarding and end point assessment brand, at summitqualifications.co.uk.

For teams

An employer with several in-house recruiters can join each of them as STAR. Write to support@ior.org with the names and we will set the memberships up together.

Recruiters in an agency join as Personal Members (MBIOR or FBIOR). Recruitment businesses take Agency Membership, which covers everyone in the business and includes Ask BIOR, the written



answers desk on the rules, the document library and the Split-Fee Network.

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. Employers and hiring managers can check any BIOR member or certified recruiter in one minute at ior.org/verify.