

Candidate Pack

Member, Standards Committee

Reporting to the RICS Standards and Regulation Board

This document provides information for prospective candidates, including the role description, person specification, terms of appointment and application process.



Summary

RICS is the world's leading professional body for setting, upholding, and assuring standards in land, property, construction, valuation and infrastructure.

The Standards and Regulation Board (SRB) acts independently within RICS, with delegated authority from Governing Council to oversee professional standards and regulation worldwide. Further information on the role, remit and independence of the Standards and Regulation Board is available on the RICS governance website.

The Standards Committee is a permanent sub-group of the Standards and Regulation Board (SRB). Operating in the public interest and in accordance with RICS' Charter, the Committee provides oversight and assurance for the development, approval, and implementation of high-quality, regulatable professional standards across the built environment sector. The Committee operates independently, ensuring standards are developed through robust, transparent, and evidence-based processes, while engaging stakeholders across industry, government, and society to ensure relevance and broader societal impact.

Members of the Standards Committee will play a vital role in safeguarding the integrity and effective governance of RICS' professional standards framework. Working collaboratively within a diverse group, members provide independent oversight, challenge, and assurance to ensure standards are robust, transparent, and aligned with the public interest. This is an opportunity to influence globally consistent, high-quality standards that shape the future of the built environment, strengthen professional competence, and uphold public confidence in the profession.



Purpose of the Standards Committee

In March 2025, the SRB agreed to establish a permanent Standards Committee (SC), following recommendations from the Professional Standards Steering Group (PSSG).

The PSSG was formed in 2024 as a temporary advisory group to make recommendations to the SRB on governance framework arrangements for the approval of professional standards, ensuring that robust, transparent, and evidence-based processes were in place, with the public interest at the heart of its work. Its membership combined professional expertise (including an RICS member as Chair) with independent voices such as a consumer advocate, regulatory specialist, accountant, lawyer, and economist, ensuring a breadth of perspectives.

To maintain continuity while the permanent Committee is established, a Transitional Standards Committee (TSC) has been operating under SRB delegation, chaired by Richard Waterhouse FRICS and drawing on the expertise of former PSSG members.

The Standards Committee plays a key role in strengthening the global framework for professional standards, ensuring they uphold the public interest, promote and strengthen member professionalism, and support confidence in the built environment sector. Its core purposes are to:

Ensure robust standards approval processes

Provide oversight, assurance and challenge that standards are developed and maintained through robust, transparent and evidence-based processes; ensure they are high quality, regulatable, uphold the public interest, and promote member professionalism

Guide standards development:

Offer timely advice on proposals for new or updated standards, consultation approaches, and the withdrawal of standards, ensuring decisions are evidence-based and defensible.

Safeguard global standards provision:

Assure the SRB that RICS has adequate and appropriate standards provision across regions and sectors, aligned with its single globally consistent system of regulation.

The Standards Committee Terms of Reference, which set out the Committee's delegated authority, decision-making responsibilities, and relationship with the SRB, are available via the RICS Standards Committee Terms of Reference.

Role Description

Members of the Standards Committee contribute independent judgement and assurance to the Standards and Regulation Board (SRB) by scrutinising proposals for new, updated, or withdrawn professional standards, considering consultation approaches, and assessing whether standards governance processes are robust, transparent, and defensible.

Members work within a delegated authority model, collaborating constructively with RICS' executive and technical staff while maintaining independence of judgement. Members are expected to engage actively in discussion, provide thoughtful challenge, and contribute to balanced, evidence-based decision-making.

Key Role Responsibilities:

- **Provide independent oversight and assurance** across the professional standards lifecycle, scrutinising proposals for the creation, revision, or withdrawal of professional standards to ensure processes are robust, transparent, evidence-based, and aligned with the public interest.
- **Test the quality and defensibility** of standards governance, ensuring that decisions are proportionate, well-reasoned, and capable of standing up to external scrutiny from regulators, courts, governments, and other stakeholders.
- **Review and challenge** consultation approaches, including decisions on the scope, timing, and methodology of consultation, and assess whether consultation evidence has been properly considered and responded to.
- **Provide early advice** on important, novel, or contentious standards, offering independent perspective and challenge during development to identify risks, unintended consequences, or gaps in evidence.
- **Assess global relevance and consistency,** ensuring that standards are appropriate across regions, markets, and regulatory contexts, while supporting RICS' single globally consistent system of regulation.
- **Exercise independent judgement** within a delegated authority model, working constructively with RICS' executive and technical staff while maintaining objectivity and independence in decision-making.
- **Contribute to collective decision-making,** engaging actively in discussion, asking searching questions, and providing constructive challenge to strengthen the Committee's advice and assurance to the SRB.
- **Champion equality, diversity and inclusion,** ensuring these principles are embedded in standards development, governance, and decision-making.
- **Collaborate with RICS executive and technical experts,** including the Professional Standards team, Regulatory Governance team, and Knowledge and Practice Committee, to ensure decisions are informed and aligned.
- **Uphold high standards of governance and ethics,** including compliance with RICS policies and maintaining confidentiality of data, research, and decisions until authorised for communication by the SRB.

Members are not expected to draft professional standards or undertake operational delivery. Their role is to assure that standards governance processes are effective, transparent, and serve the public interest.

Member, Standards Committee - Eligibility Criteria

Members of the Standards Committee will be experienced professionals. Bringing impartial, external perspective to the Committee's work, supporting robust, transparent, and evidence-based oversight of RICS' global professional standards in the public interest.

Members are appointed as individuals, not as representatives of any profession, sector, or organisation, and are expected to exercise independent judgement and act impartially at all times. To maintain the independence and integrity of the Standards Committee:

- Members must not be members of RICS, and must never have held any formal role within RICS governance structures, including (but not limited to) RICS Governing Council, the RICS Board, the Standards and Regulation Board, any RICS committees or working groups, Professional Group Panels, World Regional or local Boards affiliated with RICS, or the RICS Regulatory Tribunal.
- Independent Members must not hold any position that could present a conflict of interest with the work of the Standards Committee.
- Independent Members must be independent of any organisation that delivers, develops, or directly influences RICS professional standards, or that could otherwise compromise their ability to act solely in the best interests of RICS and the public.
- Appointments are made in accordance with the RICS Global Appointments Model.

Any questions surrounding this appointment can be directed to the external recruitment consultants facilitating this exercise, House Recruitment, at RICS@houserecruitment.co.uk.

Terms of Appointment

Remuneration:

The role Independent Member is remunerated at a rate of £3,400 per annum, which is paid in accordance with RICS policies. This role is not pensionable. Reasonable expenses incurred in relation to the role will be reimbursed in line with RICS expenses policy.

Term of Appointment:

Appointments are for up to three years, with the possibility of reappointment for a second term (up to six years in total). The anticipated time commitment is approximately 10 days per year.

Location:

he majority of meetings will be expected to take place virtually, with provision for one in-person meeting of the Committee per annum (usually in Birmingham or London, UK). Some international travel may be required.

Person Specification

(against which candidates will be shortlisted

Essential Criteria:

Knowledge & Expertise: To ensure a breadth of perspectives, the Committee seeks individuals with demonstrable knowledge and experience in one or more of the following areas:

- **Professional Standards & Regulatory Expertise** – former regulators or senior compliance professionals with deep insight into governance and quality assurance.
- **Consumer/Public Interest Advocacy** – ensuring standards are fair, accessible, and aligned with societal expectations.
- **Legal Expertise** – safeguarding compliance and enforceability across jurisdictions.
- **Economics/Policy** – assessing systemic impacts and supporting proportionate, evidence-based decisions.
- **Accounting/Finance/Audit** – reinforcing transparency, accountability, and strong internal controls.
- **Technical/Digital Transformation** – expertise in emerging technologies, AI and data governance to future-proof standards.

Candidates should also demonstrate:

- Understanding of the role of professional standards in protecting the public interest and promoting professionalism
- Understanding of the responsibilities of professional bodies and the importance of robust standards
- Experience contributing to boards, committees, or governance groups, providing challenge and assurance within regulated or professional environments
- Ability to review complex proposals and ensure decisions are evidence-based, defensible, and aligned with the public interest
- Ability to provide constructive challenge and support effective decision-making within governance settings
- Experience balancing diverse evidence and stakeholder perspectives while maintaining public-interest outcomes
- Commitment to professional self-regulation and public-interest mandates
- Demonstrated commitment to equality, diversity, and inclusion
- Ability to act impartially and independently at all times

Desirable Criteria:

- Experience of working within or alongside global organisations or governance frameworks with an international and multi-jurisdictional remit.
- Familiarity with quality assurance approaches for standards (e.g., evidence based consultation, impact assessment, post implementation review).
- Sector understanding across the built environment and adjacent professions.
- Understanding of the complexities involved in setting professional standards and regulating across different jurisdictions.
- Prior involvement in change or reform initiatives within complex organisations.
- Track record of successfully challenging established practices while maintaining constructive and collaborative working relationships

Application & Interview

Application:

Completed applications should be sent no later than 5pm (UK time) on Monday 26 January 2026 to RICS@houserecruitment.co.uk.

The application should consist of:

- **A supporting statement** (maximum two pages) outlining how the applicant's skills, experience and perspective meet the requirements set out in the Role Description and Person Specification, and summarising their motivation for applying and interest in contributing to the work of the Standards Committee.
- **An up-to-date CV,** detailing relevant experience and any professional memberships.
- **A completed Diversity and Inclusivity Monitoring Form** It can be found in the confirmation email received once an application has been submitted.

The Interview:

Panel Interview - interviews will take place (via MS Teams) with the Appointment Panel during week commencing 16th February 2026

Additional Information & Questions:

- Further information on RICS' governance structure, regulatory framework, and professional standards is publicly available via the RICS governance and regulation webpages.
- Shortlisted candidates will receive a tailored briefing pack ahead of interview.

Any questions can be directed to our external recruitment partner, Michelle Paoloni at House Recruitment who is facilitating this exercise - RICS@houserecruitment.co.uk