



Criteria for the Assessor Profession / Conflict of Interest Criteria

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Criteria for Assessors from the Professor Group

The profile for FIBAA assessors from higher education institutions is based on academic expertise in the respective core fields (economics, socio-scientific, jurisprudence).

The following criteria must be met:

Mandatory criteria

Several years of teaching/research experience in higher education institutions, ideally including

- Active membership in the respective scientific community
- Reputation and wide expertise

Optional criteria

- Experience ideally in accreditation or evaluation processes
- Openness to developments in the framework of the Bologna process
- Contacts with companies and/or experience in collaboration with them (in the area of research or consulting)
- (Work) practical expertise from a commercial enterprise, or
- Organizations from legal or economic consulting
- Internationality

Criteria for Assessors from the Field

The profile for FIBAA assessors from the field places high priority on leadership experience of the person in question. Leadership in this context is not limited to personnel management, rather it also includes management and formation of organizations as well as business operations and processes.

For legal practitioners this also applies to legal consulting activities in a company, in administration, comparable organizations or freelance – together with professional and personal responsibility.

The following criteria must be met:

Mandatory criteria

Several years of leadership experience in business/in practice, ideally including

- Experience in entrepreneurial, operative functions, not just as a staff member
- Personnel responsibility for more than five people
- Budget responsibility, ideally with accountability for results
- Pertinent experience in hiring staff and/or filling vacancies in companies

The following applies for legal practitioners as assessors

- Experience in operation of and responsibility for legal management; e.g. in a law firm, legal/personnel department of a large sized company
- Autonomous activity as lawyer and/or notary
- Responsibility for (characteristically jurisprudence oriented) management functions in public administration

Optional criteria (also for legal practitioners as assessors)

- Contacts with higher education institutions and/or experience in collaboration with them (in research or in recruitment of employees)

- Experience ideally in the use or management of quality processes

Criteria for Assessors from the Student Group

The essential basis for the profile of FIBAA assessors from a student background is a currently active, corresponding field of study (economics, socio-scientific, jurisprudence).

The following criteria must be met:

Mandatory criteria

- Person in a degree, state examination, bachelor or masters course of study in the respective field
- Participation in higher education institution bodies

Optional criteria

- Experience ideally in accreditation or evaluation processes
- Openness to developments in the framework of the Bologna process
- Contact with companies and/or experience in collaboration with them
- Practical activity in a specialized area related to the course of study (e.g. AIESEC or ELSA)
- International capabilities

A Conflict of Interest Exists when the Assessor

- was active as teacher over the past five years at one of the departments of the higher education institution which is to be assessed
- was active as teacher, guest professor, lecturer, or student over the past three years in the department of the higher education institution to be assessed
- is or was over the past three years in an appeals process at the higher education institution which is making the application or is to be assessed
- is currently or was participating over the past three years in research project/consulting collaborations or other intensive cooperation projects
- or his/her department was accredited as assessor in the past three years by staff of the department to be assessed (exclusion of a cross-over assessment)
- was awarded a doctorate or qualified as professor over the past three years by the faculty/the department