

feaco

**FEDERATION EUROPEENNE DES ASSOCIATIONS DE CONSEILS
EN ORGANISATION**

**CONSTITUTION AS MODIFIED BY DECISION OF THE PRESIDENTS
ON
08 June 2004**

ENGLISH VERSION

Feaco Constitution Bylaws

Annex A

MINIMUM QUALIFICATION CRITERIA FOR MEMBERSHIP OF A NATIONAL ASSOCIATION

Membership of a National Association federated to FEACO is open to all management consultants as defined in the introduction, on the basis of qualification and election. Whilst each National Association may demand differing levels of qualification, all have to adhere to the minimum criteria set out below

1. INDEPENDENCE

The management consultancy must be clearly identifiable with a formal status and known principals. It must be in the public practice of management consultancy, be financially viable and self supporting, and independent to the extent that it is free to give unbiased professional advice to clients and to select, train and control its staff without reference to, or control by, a permanent body which is not in the public practice of management consultancy.

2. EXPERTISE

The consultancy must practice primarily as a management consultancy and be qualified to analyse problems, to give advice, and to assist in implementing such advice over a representative cross-section of clients in a significant area of at least one key field of activity.

3. ETHICS

The management consultancy shall periodically (ideally annually) re-affirm that it maintains at all times the highest professional and ethical standards, and that it adheres to its Guidelines for Professional Conduct and Best Practice set out in the By Laws of the National Association.

4. LENGTH OF EXPERIENCE

The consultancy must have been in the public practice of management consultancy for a minimum of three years, preferably five years. Where a consultancy is already member of a National Association federated to FEACO, and applies for membership to another National Association equally federated to FEACO, this minimum period may be reduced.

5. QUALIFICATION

The management consultancy must demonstrate a depth of intellectual and technical knowledge achieved through a combination of university grade or equivalent qualifications and management consultancy experience.

6. VERIFICATION

The management consultancy accepts that as an integral part of its membership of a National Association that its qualifications shall be verified prior to its election to membership, and subsequently either on a change of status of the consultancy or at such periodic intervals as are laid down by the National Association.