

ELIGIBILITY CRITERIA TO BECOME A REGISTERED CONSULTANT

Anyone who believes they meet, or will meet within 2 years, the criteria below to become a Registered Consultant will find details on how to apply to the registry, [on SAI’s website](#). Both applicants and stakeholders can learn more here: [SAI Consultant Registry](#).

Registered Consultant Criteria		
Category	Criteria	When required
Relevant Education	Post-Secondary Degree/Diploma	At time of application.
Experience	<ul style="list-style-type: none"> • 5+ Years Relevant Experience* • OR: Experience implementing SA8000 in 10+ organizations • OR: Experience implementing ISO in 10+ organizations AND experience implementing applicable social standard systems in 10+ organizations. 	Within 2 years of application
Training Successfully Completed[†]	<ol style="list-style-type: none"> 1) Have passed the SA8000 Basic Course 2) Have passed the SAI Consultant Course 	SA8000 Basic required before registration. Requirement for SAI Consultant course will be published once course is available – not required prior to applying.
General Knowledge	<ul style="list-style-type: none"> • Understanding of management systems approach to social performance (and SA8000), including: <ul style="list-style-type: none"> ○ Risk Assessments ○ Worker-Manager Teams ○ Root-Cause Analysis ○ Corrective Action Planning ○ Immediate Containment Actions ○ Grievance Mechanisms ○ Improvement Planning • Knowledge of local regulatory and statutory requirements • Knowledge of local social and labour issues • Deep knowledge of SA8000 requirements and processes • Knowledge of wider legislative framework, including international human rights instruments • Experience providing training on social/management systems related issues • Knowledge of local language and cultural context • Knowledge and application of change management and facilitation within an organization • Ability to work with managers and workers • Ability to facilitate dialogue between managers and workers • Knowledge and skill to facilitate and enhance worker voice and dialogue in an organization 	Within 2 years of application

Registered Consultant Criteria		
Category	Criteria	When required
Professional Development	<ul style="list-style-type: none"> • 2+ education or training programs applicable to SA8000 consultancy • Completion of any new training requirements introduced by SAI following your registration • This information must be logged and updated every year 	After registration to maintain status (SAI will publish more information about these requirements on an ongoing basis)
Code of Conduct	<ul style="list-style-type: none"> • All Registered Consultants (including Applicants) are required to adhere to the SAI Registered Consultant Code of Conduct (referencing ISO 10019:2005 Guidelines for the Selection of Quality Management System Consultants and Use of Their Services) • Failure to adhere to Code criteria could result in censure or removal from the program 	After application
Annual Renewal	<ul style="list-style-type: none"> • To maintain their place on the SAI/HAP Register, the consultant shall pay an annual renewal fee • Submit a log of all consultancies and capacity building projects performed on an annual basis • Submit a copy of their complaint log for review by SAI/HAP 	After registration to maintain status (SAI will publish more information about these requirements on an ongoing basis)

*Relevant experience refers to experience with the skills and knowledge required. This includes, but is not limited to, work or training as a social auditor, social systems trainer, social manager, or labor lawyer.

†Courses must have been passed (or exam retaken) based on the latest edition of the SA8000 Standard.

Status Levels

In-Review

After you apply, until HAP approves your application, you are “In-Review” and cannot communicate about your status or involvement in the registry.

Applicant

Once HAP approves your application, you are given the status “Applicant,” and will be listed as such in the public registry. At this point, you may communicate your status and your intent to reach full registration as an SAI Registered Consultant.

If your application is approved without all eligibility criteria (e.g., haven’t taken SAI Consultant Course or do not yet have required experience), you may choose to retain your Applicant status for up to two years, while you attempt to fulfill the remaining requirements. If you do not meet the criteria within two years, your profile will be removed from the platform and you will need to reapply once all requirements for Registered Consultant status are met.

Registered Consultant

To attain “Registered” status, you will need to: 1) have the necessary years of experience and/or projects (e.g. experience implementing SA8000 or ISO in multiple organizations over a period of time, other consultant projects), and 2) complete both the SA8000 Basic and SAI Consultant courses.

Completing all trainings does not guarantee status as a Registered Consultant.

Why should I become a Registered Consultant?

Registration is an extremely valuable process for all social stakeholders. The SAI Consultant Registry program will deliver tangible benefits for consultants, certified organizations, buyers/brands, and workers. The Registry will identify and highlight consultants who look beyond compliance, utilize an integrated approach, and see the value in management systems. For consultants, this program will provide:

- Official approval and public recognition of competency on the public Registry
- Opportunities to share experiences, challenges, and learnings with SAI and peers
- Access to program updates, tools and information
- Access to continuing education opportunities and courses to help with the consultant process
- Discounts for SA8000 Basic/Advanced Auditor Training Courses
- Access to potential clients and organizations worldwide
- Use of Register branding and logos in marketing materials