

The Guild of Business Analysts Certification by Peer Review – Proposition

1. Provisioned and operated by {SponsorGroup.com}
2. The basic idea is
 - a. A BA gets Guild accreditation by having their work assessed by their peers (the work can be made up or must be anonymised – it must not be possible to identify the client the work was done for). See points 3-7.
 - b. Everyone (and especially new BAs) has a *free* route to becoming an accredited BA primarily for CV purposes and professional development.
 - c. Credibility for the accreditation is gained from peer review.
 - d. {SponsorGroup.com} members are incentivised to gain accreditation and to assist in enabling others to gain accreditation (see points 4-7).
 - e. As the accreditation and Guild is controlled by {SponsorGroup.com} members it can evolve (see point 8 – Constitution).
 - f. The accreditation is positioned as complimentary to (not replacement for) all other accreditation.
 - g. Published and reviewed work becomes a {SponsorGroup.com} resource to other BAs.
 - h. {SponsorGroup.com} revenue is gained from adverts on the Guild pages and the extra interest from training companies and CASE tool vendors that such an initiative generates.
3. Peer review based accreditation of Business Analysts **BY** Business Analysts
 - a. Anyone at all can join the accreditation scheme and become an “Apprentice Business Analyst”
 - b. Anyone or organisation can train Business Analysts (as accreditation is by assessment of work done and not courses attended)
 - c. Anyone can become a mentor – the BA and mentor just have to agree and register it on {SponsorGroup.com}. A BA can only have one mentor at any one time. A mentor can mentor any number of BAs. It is expected that BAs will seek out credible mentors using {SponsorGroup.com} to find them
 - d. Anyone can assess any submitted work – assessment is a formal process of detailed, defined feedback as well as marking
 - e. There is “report abuse” type functionality to notify suspect work. If sufficient members report a piece of work (10?) then it is deleted from the website and points (and certificates) retracted.
 - f. Reviews can also be reported as potential abuse.
 - g. The review process includes q & a of the analyst for them to demonstrate understanding of their work and clear up queries.
4. The more work a submitter has assessed the more points they earn
 - a. Any Guild Member can award up to 5 points
 - b. Once the average score is 3 points or more for 20 votes the work is ‘passed’ and only at that stage are the points added to submitter’s total score (and assessors and mentor if appropriate)
 - c. Reviews can also be reported as potential abuse.
 - d. The review process includes q & a of the analyst for them to demonstrate understanding of their work and clear up queries.
5. The more work a Guild Member is a mentor for the more points they earn (50% of the original work score up to a max of 50 points)
 - a. Anyone can become a mentor – the BA and mentor just have to agree and register it on {SponsorGroup.com}. A BA can only have one mentor at any one time. A mentor can mentor any number of BAs. It is

- expected that BAs will seek out credible mentors using {SponsorGroup.com} to find them
- b. Points earned also count towards BA Mentor certification – achieved when 200 points have been earned via mentoring.
6. The more work a Guild Member assesses the more points they earn (10% of the original work score up to a max of 20 points)
 - a. Anyone can assess any submitted work – assessment is a formal process of detailed, defined feedback as well as marking
 7. Points mean certification (as defined and approved in the Guild Constitution):
 - a. Apprentice Business Analyst 0-100 points
 - b. Business Analyst Level 1 101-200 points
 - c. Business Analyst Level 2 201-300 points
 - d. Business Analyst Level 3 301-400 points
 - e. Master Business Analyst – 500+ points
 - f. Master Business Analyst Specialist (*Specialism*) Master Business Analyst points plus 20+ points in specialism which can be any combination of subject (e.g. process modelling, data modelling, Agile, workshop facilitation, stakeholder management) or industry sector (e.g. Financial Services, Government). Thus a Guild Member could be a Master Business Analyst – Financial Services Specialist. This would be very useful on a CV. Specialisms are awarded when a Master Business Analyst has accrued 100+ points through pieces of work categorised in that specialism. A piece of work can be categorised as covering many specialisms.
 - g. All of the above is subject to change through Guild Members proposing changes that are adopted. (See point 8)
 8. The Guild is controlled by a constitution
 - a. The constitution has unchangeable components to ensure
 - i. it remains open to all {SponsorGroup.com} members – there are no ‘entrance criteria’ and/or fees payable
 - ii. there is always a zero cost option to progress to Master Business Analyst (although trainers and mentors can choose to charge if they wish – market forces apply!)
 1. Even training companies only ever pay for advertising and not belonging to or being inspected by the Guild.
 - b. All other elements are proposed and voted on by Guild Members including Guild ranks, progression levels and rules, etc.
 - c. The higher your rank the more powerful your vote – initial position (open to change through changes to the constitution)
 - i. Apprentice Business Analyst = 1
 - ii. Business Analyst Level 1 = 2
 - iii. Business Analyst Level 2 = 4
 - iv. Business Analyst Level 3 = 8
 - v. Master Business Analyst /Specialist Master = 16
 9. Training companies and tool vendors
 - a. Training companies/tool vendors can affiliate for free and instantly. Mutual site linking via logos.
 - b. Any training company – any course – any tool (as students are assessed by results). A company can pitch that its course/tool is useful for the Guild but does not need to be inspected by the Guild.
 - c. The Guild should enable members to maintain their own register of courses/tools and feedback. Companies can self register courses/tools in the register.