

Academic Associate requirements

What we're looking for

Academic Associates (Academic Assoc CIPD) use their expertise to contribute to HR thinking, knowledge and practice in their faculty. To achieve Academic Associate membership, you'll be an academic in the field of HR teaching or research. You'll be gaining credibility in a specific HR subject area by taking on a subject leader / team leader role in the areas of teaching or research.

You're typically:

- Contributing to **HR thinking and knowledge**
- Contributing to the **development of HR practice** within the profession
- **Promoting** good HR practice
- **Contributing** to teaching or research programmes
- **Maintaining** academic or research standards
- Building your **own network of contacts** across the HR profession
- **Supporting and developing** students and staff

Your work will typically be in one or two HR subject areas, and your professional contribution will be focused within your institution. You'll need to demonstrate how your work contributes to developing and changing HR practice in the workplace and / or HR profession. It's likely that much of your work will be at Undergraduate level.

You'll also:

- Be **starting to build a reputation** as an HR subject matter expert in your faculty, division or institution
- Understand your institution's strategy and objectives, and **align your own work** to this
- Actively plan your CPD, **extending your knowledge of HR and L&D trends**, both academic and in the workplace
- **Comply** with the CIPD ethical Code of Professional Conduct

What types of roles do Academic Associates hold?

There isn't a particular role that you should hold. However, in order to meet the membership requirements you are likely to have had at least 3 years working in the field of HR teaching or research, and likely to hold a role commensurate with the following positions:

- Lecturer / teaching fellow
- Course tutor / teacher
- Research associate / officer

Education requirements

Ideally you will have an Undergraduate or Masters level qualification. However, it is more important that you can demonstrate the requirements and thinking at this level, so this is not a pre-requisite for applying for Academic Associate membership.