

The Israel IVS Forum is separate to the IVSC and works to advance IVS in Israel.

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**International Views and Approaches**  
**RICS and Routes to**  
**Membership: Israel Focus**  
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**R**ICS are not well known in Israel. They are a UK and international organisation representing property professionals worldwide, established over 150 years ago and today with 130,000 members globally, of which 30,000 are registered valuers. RICS have scores of offices throughout Europe, North and South America, Asia and Australasia, the Middle East and Africa. They hold conferences, CPD courses, administer professional assessments, regulate their members and publish professional standards.

The professions represented include Land Surveyors, Valuers, Building Control Inspectors, Rural Surveyors and more. All are termed 'Chartered Surveyors' since (land) surveyors were in the UK the first to establish these various other professions (according to the Oxford English Dictionary, a surveyor is an official inspector, especially for measurement and valuation purposes).

In Israel there are only 8 members of RICS, of which 2 are valuers. In many countries it is customary that the senior professionals are members of RICS, which have cooperation agreements with many local national organisations. In order to encourage a similar trend in Israel, we have asked Jen Lemen, who coaches candidates for membership in the UK, to write a short introductory paper on the assessment process, aimed specifically at Israeli valuers.



## **JEN LEMEN**

Jen is a Partner at Property Elite, with extensive experience in providing training services to students, RICS AssocRICS, APC and FRICS candidates and corporate clients.

She also has academic experience as a Senior Lecturer at the University of the West of England, Lecture at the University of Portsmouth and Associate Tutor at the University College of Estate Management.

Her RICS assessment experience includes sitting on final APC interview panels, APC appeal panels and being a lead APC preliminary review assessor.

She has also written published articles in Property Week, ACES Terrier, RICS Modus and the RICS Property Journal. She also writes a regular APC column in Estates Gazette Brick & Mortar podcast series with Sarah Jackman and is a contributing author to the Health & Safety section on RICS iSurv. She is the author of Routledge-published book, 'How to Become a Chartered Surveyor' (released August 2021).

## WHO ARE THE RICS?

The RICS is a globally recognised professional body, which was founded in the UK in 1868 and gained a UK Royal Charter in 1881. This means that in the UK, the term 'Chartered Surveyor' is a protected title and requires a stringent assessment process to become MRICS or FRICS qualified.

The Royal Charter requires the RICS to 'promote the usefulness of the profession for the public advantage in the UK and in other parts of the world'. There are now over 134,000 qualified trainees and professionals globally with RICS offices in all key financial markets.

Given the global reputation and ethical standing of RICS, there are wide ranging benefits to becoming a Member (MRICS) or Fellow (FRICS). These include:

- Enhanced career and earning prospects, e.g. RICS report that UK members earn £16,000 more annually than non-members (RICS, 2020 - <https://www.rics.org/uk/surveying-profession/join-rics/benefits-of-rics-membership/>)
- Global recognition, networking and peer support
- Enhanced skills and employability globally
- Client recognition and trust, particularly when undertaking valuation work
- Compliance with a set of ethical and professional standards

- Having a voice and input into issues of global concern, e.g. climate change

However, despite the global popularity of RICS and reputation of becoming a Chartered Surveyor, there are only 8 qualified MRICS Chartered Surveyors in Israel. This means that there is great potential for Israeli property and construction professionals to become qualified as Chartered Surveyors.

## BEING A SURVEYOR IN ISRAEL

Real estate valuation and appraisal in Israel is undertaken by certified appraisers ('Shammai' in Hebrew). Certified appraisers are licensed through national professional exams by the Council of Land Valuers, part of the Israeli Ministry of Justice.

Most appraisers are also members of the Israel Real Estate Appraisers Association (IREAA), a not-for-profit state organisation representing Israeli valuers with over 1,400 members. The IREAA is a member, as is RICS, of the International Valuation Standards Council (IVSC).

Unfortunately, there are no longer any direct entry (i.e. reciprocal) arrangements for Israeli certified valuers to access MRICS membership. As such, valuers and surveyors will need to consider which RICS assessment route is right for them.

## WHAT IS THE APC?

The APC involves two key elements:

- Written submission, including a Summary of Experience, Case Study, CPD record and ethics test
- Online 60 minute interview based on the candidate's submission with a panel of 2 or 3 Chartered Surveyors (who are trained in assessing the APC)

As a starting point, the RICS website outlines the various assessment routes at <https://www.rics.org/uk/surveying-profession/join-rics/chartered-member-mrics/>.

The primary routes of relevance to Israeli candidates will be:

- APC - structured training, straight to assessment and preliminary review;

- Senior professional assessment;
- Specialist assessment;
- Academic assessment.

There are also two other routes known as Direct Entry and AssocRICS Progression, but these are unlikely to be of relevance.

The APC routes are split into three main categories; structured training, straight to assessment and preliminary review. Eligibility depends on the candidate's experience and qualifications. Candidates with an Undergraduate or Postgraduate degree will need to check if their qualification is accredited by RICS, using <http://www.ricscourses.org/Course/>.

If a candidate has a senior professional role including management of people & resources and leadership, they are more likely to be suited to the senior professional assessment route discussed later on.

Structured training has two options and is appropriate for candidates with under 10 years' experience and an RICS-accredited degree:

- 24 months structured training - requiring a minimum of 400 days experience to be recorded after enrolment. Candidates must have an RICS-accredited degree and do not need any prior experience. As a result, this option is usually pursued by recent graduates.
- 12 months structured training - requiring a minimum of 200 days experience to be recorded after enrolment. Candidates must again have an RICS-accredited degree and over 5 years' relevant experience. As a result, this option is typically pursued by more experienced candidates or those who have undertaken a part-time or distance learning degree course.

More experienced candidates with an RICS-accredited degree can go straight to assessment. This requires over 10 years' relevant experience and will suit experienced candidates who are still doing technical day to day work rather than having a senior professional role. This is in comparison to senior professional candidates who will do little day to day technical work and will primarily be leading and managing teams. They are likely to delegate individual instructions and have a wider strategic role in a business or across projects.

Finally, preliminary review will be the right option for candidates with a non-cognate (i.e. not RICS-accredited or non-surveying related) degree or membership of an RICS approved professional body and at least 5 years' relevant experience. 12 months of this experience must have been after graduating.

There are some fundamental differences between the various APC routes.

Structured training candidates must keep a diary recording their experience using the online RICS Assessment Resource Centre (ARC). This is not a requirement for straight to assessment or preliminary review candidates.

Preliminary review candidates must submit their preliminary review submission roughly 4-6 months prior to submitting their final assessment. This provides a quality assurance check for RICS via an assessed written submission, effectively taking the place of an RICS-accredited degree. The structure and contents of the submission is the same as the final assessment submission. This is not a requirement for structured training or straight to assessment candidates.

The senior professional, specialist and academic routes have different assessment requirements to the three main APC routes discussed above.

The senior professional route requires candidates to have at least 10 years' relevant experience, which is reduced to 5 years if a postgraduate degree is held. The candidate's role must include senior professional responsibilities, including leadership, management of people and management of resources.

The specialist assessment also requires at least 10 years' relevant experience, which is again reduced to 5 years if a postgraduate degree is held. Candidates will also need to have advanced responsibilities for a specialist or niche area of work.

Finally, the academic assessment is appropriate for academic professionals, e.g., lecturers or researchers, with at least 3 years' academic experience and a surveying-related degree. They are unlikely to be doing day to day technical surveying work and this route will, therefore, be ideal.

The RICS have a vetting procedure for each of these three routes (i.e. senior professional, specialist and academic) which candidates must pass before being admitted onto the route. If a candidate is unsuccessful, RICS will advise which of the initial three APC routes (i.e. structured training, preliminary review or straight to assessment) are suitable.

## WHAT IS REQUIRED FOR VALUATION APC CANDIDATES?

Candidates may note the use of the term, pathway, on the RICS website and guidance. This relates to the candidate's area of practice rather than their entry route. Examples include Quantity Surveying & Construction, Building Surveying, Planning & Development, Commercial Real Estate and Valuation.

Candidates on all pathways have the same submission and interview requirements. However, their individual competency choices will differ and are tailored to the requirements of the pathway.

In relation to the Valuation pathway, this was last updated by RICS in August 2018. Candidates qualifying on this pathway can use the designation, 'Chartered Valuation Surveyor' and can register to be a RICS Registered Valuer. This is generally a requirement if fully compliant RICS Red Book (RICS Valuation - Global Standards 2020) valuations are being provided. The RICS competencies are split into three levels of attainment; levels 1, 2 and 3. The level required for each competency is set out in the relevant pathway guide.

Level 1 relates to knowledge and understanding. This is set out for each competency in the pathway guides. Level 2 relates to the application of knowledge and examples are again given for each competency in the pathway guides. Level 3 relates to giving reasoned advice, together with having good technical knowledge and applying this in practice. Again, examples are given in the pathway guides.

Candidates need to carefully consider their competency choices and levels to fit their role and experience. If levels 2 or 3 are required then a candidate needs practical experience of the competency, including a good breadth and depth of examples. At level 1, candidates simply need knowledge of the competency and do not need any practical experience.

Each pathway includes mandatory (i.e. soft or business skills) and technical (i.e. technical) competencies. The technical competencies are further split into core and optional competencies.

All pathways have the same mandatory competencies, attained to the same levels. These include:

### Level 3

- Ethics, Rules of Conduct and professionalism

### Level 2

- Client care
- Communication and negotiation
- Health and safety

### Level 1

- Accounting principles and procedures
- Business planning
- Conflict avoidance, management and dispute resolution procedures
- Data management
- Diversity, inclusion and teamworking
- Inclusive environments
- Sustainability

On the Valuation pathway, the core technical competencies are level 3 Valuation and Inspection and level 2 Measurement.

The optional technical competencies allow candidates to have choice based on their experience and role. Candidates will need to review the pathway guide for the specific numbers and levels of competencies for their optional choices, as these depend on their specialism.

The competency choice will affect what a candidate writes in their written submission. In the summary of experience, a statement is required for every level and every competency. At levels 2 and 3, this should include 2-3 practical examples of the candidate's experience relevant to the competency in question. The case study should focus on 2-3 competencies at level 3, including reference to other relevant competencies and business skills. Finally, the CPD record should include learning activities which are relevant to the candidate's competency choices.

## WHO SUPPORTS ME?

All candidates need a Counsellor, either within their firm or external (e.g. a Chartered Surveyor from Property Elite) who is MRICS or FRICS. They will sign off the candidate and support them through the APC process.

## WHAT ARE PROPERTY ELITE'S TOP TIPS FOR SUCCESS IN THE APC?

1. Ensure you consider your APC route and pathway carefully; getting this right first time will make the process a lot easier and less stressful.
2. Map out your competency choices, including your technical optionals. Make sure they are relevant to your role and experience; do not choose competencies that you cannot demonstrate competence and experience in.
3. Keep good records, including details of examples relevant to your competency choices. If you are on structured training, update your diary regularly.
4. Be aware of your submission dates and plan ahead; ensure you make an action plan and stick to it!
5. Proofread your documents carefully and seek support if you need it. Get others to peer review your work and ensure it is client ready before submitting.

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Property Elite provide full support and mentoring throughout the APC process, including a Counsellor if longer term mentoring is provided. We provide a free 15 minute mentoring session to all candidates, which can be booked online at <https://www.property-elite.co.uk/free-consultation>. Candidates are also encouraged to contact Jen directly via email with any questions or concerns.

The Israel IVS Forum is an association of senior property professionals and stakeholders in Israel. Our aims are to advance adoption of International Valuation Standards (IVS) in Israel and to disseminate international best practice within the Israeli profession. We hold regular webinars and publish international best practice papers in both English and Hebrew. Please visit our website at [www.ivsforum.org](http://www.ivsforum.org)