

Annexure H: CD(SA) Peer Review Guidelines



Introduction

The aim of the Peer Review and Fast Tracking Interview is to gain insight into the career path of the CD(SA) applicant as well as to interrogate the character of the applicant. The panel will make a holistic judgment whether you can be regarded as a peer among CD(SA) members.

The main aim of this guide is to provide candidates with an overview of the types of questions that the IoDSA Certification Committee interview panel will pose during the interview.

Format of the interview

The interview panel consists of members of the IoDSA Certification Committee or fellow CD(SA) members (minimum of two) as well as executives or senior managers (minimum of two) of the IoDSA. The interview panel therefore consists of four or more members.

The interview lasts approximately 45 minutes and is informed by your CD(SA) application, the outcome of the assessment of the Portfolio of Qualifications and Experience (PQE) as well as the outcome of the CD(SA) Examination.

Questions

The following types of questions could be asked:

- Provide an overview of your career as director
- Provide more detail about your specific roles, responsibilities or experiences as director
- Explain why you believe you qualify as CD(SA)
- Why you embarked on the assessment process to become a CD(SA)
- What contribution would you make toward the status of the professional designation?
- Reflecting on your career and any experiences, is there anything that might affect your good standing as director and, specifically, as CD(SA)?
- Give your insights into a current issue that is challenging to directors – this question will differ from interview to interview

The panel might also ask questions pertaining to areas requiring candidate's further explanation or additional information.

Take the following into consideration in your preparation for the interview:

- Sharpen your interview skills and be cognisant on how you convey your answer.
- Be confident in your own abilities but do not ignore any potential weaknesses you may have
- Be authentic in your engagement with the panel
- Dress appropriately to reflect your status as a potential CD(SA) member

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Rating Scale

The CD(SA) candidate is evaluated using the rating scale below. The rating scale is out of a score of 5:

1	Not recommended	Significantly below expectations for CD(SA) certification
2	Not recommended, but could qualify later	Below expectations for CD(SA) certification, but could qualify with additional experience as director
3	Recommended with additional information	Meets most of the expectations for CD(SA) certification, but additional information is required in order to approve
4	Recommended	Meets expectation for CD(SA)
5	Strongly Recommended	Exceeds criteria for CD(SA) expectation

Where a candidate achieves a score of 1, 2 or 3, feedback will be provided with guidelines on what the candidate needs to do to meet the requirements in future. A candidate that scores a 4 or 5 will be recommended to the Certification Committee for evaluation and final approval to the IoDSA Board.