



# REGISTRATION POLICY

## EXPERIENCE VALIDATORS

Version 1.0, January 30, 2026

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*Words and terms that are capitalized throughout this document have definitions that are specific to this set of policies. Please refer to these Defined Terms when reviewing this and other registration policy documents.*

### PURPOSE

To provide guidance on the eligibility, roles, and responsibilities of experience Validators for Applicants and Engineers and Geoscientists British Columbia (the Organization). It outlines the required number and coverage of Validators for each Applicant, as well as the procedure for handling unsolicited validations.

### POLICY

The assessment of Applicants for registration requires first-hand knowledge of the Applicant and their work from professional engineering and/or geoscience Registrants who are familiar with the technical and regulatory requirements of engineering or geoscience, as appropriate.

Validator responses to questions on the additional feedback section of the Competency Assessment System are critical to the success of the process. The Organization will take into consideration the Validator's responses when assessing whether the Applicant is suitable to function as a professional.

This policy is not intended to fetter the discretion of the Credentials Committee. The Credentials Committee has discretion to consider alternate arrangements for experience Validators and what weight to give the opinions of each Validator depending on the specific circumstances in each file.

### VALIDATOR ROLES & RESPONSIBILITIES

Validators must have first-hand knowledge of the Applicant's work, and the Applicant generally must have been under the Direct Supervision of a Professional Registrant or equivalent licensed engineering or geoscience practitioner from a Regulatory Authority throughout, if the Applicant was engaged in the reserved practice. If the Credentials Committee determines that the Applicant cannot meet this requirement, it may accept Validators whom it deems satisfactory.

Validators are urged to consider their assessment carefully and to provide as much input and guidance as possible concerning the readiness of the Applicant for registration as a Professional

Registrant. Validators are asked to comment on the Applicant's character, their ability to communicate effectively, their professional knowledge and judgment, the details of the Applicant's performed work, and their judgment of the Applicant's achievement of the experience competencies.

Validators must ensure that each period and competency that is validated qualifies as true engineering or geoscience experience within the context of the key competencies and their indicators, and that the Validator is familiar with the details of the engineering or geoscience work either through Direct Supervision or ongoing direct contact with the Applicant.

## **NUMBER, COVERAGE, ELIGIBILITY**

The number of Validators needed to verify that the Applicant's key competency examples are accurate and at the rating at which they have been achieved, are outlined below.

### ***New Applicants***

First time Applicants for any designation are required to nominate at least four Validators to verify experience and competencies which cover as much work history as possible, within a minimum of four years.

Where possible, Validators should be Professional Registrants or equivalent licensed engineering or geoscience practitioners from a Regulatory Authority, or equivalent in the country in which the experience has been gained, and with first-hand knowledge of the Applicant's work. Organization staff will determine the suitability of the Validators.

### ***Applications for Reinstatement as a Professional Registrant***

An Applicant for reinstatement as a Professional Registrant whose registration has been cancelled for more than 18 months is required to nominate at least two Validators whose professional relationship with the Applicant covers the total number of years since the Applicant last had status as a Professional Registrant. These Validators must be able to attest to the Applicant's good character<sup>1</sup>, good repute, and practice competency.

If a Validator is not a Professional Registrant or equivalent licensed engineering or geoscience practitioner from a Regulatory Authority, the Applicant may be required to provide their Validator's résumé to establish professional equivalency. They must also provide reasons as to why they do not have a Professional Registrant or equivalent licensed engineering or geoscience practitioner from a Regulatory Authority as a Validator.

## **EXPERIENCE NOT VERIFIED BY VALIDATORS**

Credit may not be given for experience or key competencies that cannot be validated by a Validator unless circumstances require further consideration.

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<sup>1</sup> Engineers Canada's Guideline on Good Character defines "Good character" as generally being held to comprise three elements:

- a. The ability to tell the difference between right and wrong;
- b. The courage to do what's right, no matter the personal consequences; and
- c. The ability to assess these issues, within the context of the practice of the profession, in the best interests of the public as a whole.

In certain circumstances, it is understood that Validators cannot be obtained. For example, emerging disciplines of engineering or geoscience, death of a Validator, or inadequate support by the company are situations in which Validators are difficult to acquire. Interviews may be necessary at the discretion of the Credentials Committee.

## **BIAS OR REASONABLE APPREHENSION OF BIAS ON THE PART OF A VALIDATOR**

In certain circumstances, there may be concern that conscious or unconscious bias exists on the part of a Validator who has first-hand knowledge of the Applicant's work and whose objectivity may be compromised or perceived to be compromised. This may arise when the Validator:

- is a family member<sup>2</sup> or personal friend,
- had a prior personal association with the Applicant,
- is in a position of financial dependence on the Applicant (e.g. a vendor or a consultant to the Applicant or the Applicant's firm), or
- may be in another situation where the Credentials Committee determines that conscious or unconscious bias may exist.

In the application process, the Applicant and Validator are required to disclose to the Organization if a personal relationship exists and the nature of the relationship. Failure on the part of an Applicant or Registrant to provide an accurate disclosure may be considered a breach of the Code of Ethics<sup>3</sup> and may be considered by the Credentials Committee in evaluating whether the Applicant is of good character and good repute.

To maintain administrative fairness of the process and where a replacement professionally qualified Validator with equivalent first-hand knowledge of the Applicant's work is not available, the Credentials Committee or its designees will interview the Applicant to assess their competency to practise if the Validator is a family member or personal friend. In all other cases, an interview of the Applicant may be necessary at the discretion of the Credentials Committee.

## **UNSOLICITED VALIDATORS**

In the case of unsolicited Validators (Validators who express a desire to provide an opinion about the Applicant without the Applicant's consent nor the Organization's solicitation), discretion will be used and every effort will be made to ensure that the Applicant is treated independently and without prejudice.

If Organization staff deem the unsolicited Validator to have experience with the Applicant and appears credible, the unsolicited Validator may be contacted to gain further information as to the nature of the remarks and reasons for the unsolicited validation. The conversation should be recorded, copied back to the unsolicited Validator, and forwarded to the Credentials Committee for further consideration. Organization staff will make reasonable attempts to protect the identity and

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<sup>2</sup> A family member is defined as a spouse, parent (including stepparent or legal guardian), child (including step-child), sibling, sibling's spouse, and children of siblings, father/mother, brother/sister, son/daughter in-law, grandparent, grandchild, and a family member who lives in the same dwelling on a permanent basis (e.g., aunt or uncle).

<sup>3</sup> Code of Ethics "9. *avoid situations and circumstances in which there is a real or perceived conflict of interest and ensure conflicts of interest, including perceived conflicts of interest, are properly disclosed and necessary measures are taken so a conflict of interest does not bias decisions or recommendations;*"

privacy of unsolicited Validators, but rules of evidence, procedural fairness and privacy legislation may require the Organization to divulge the identity and information of unsolicited Validators to other parties, including the Applicant.

As necessary, an unsolicited Validator who indicates technical incompetence or a serious allegation about the Applicant's character based on some evidence may require an interview with the Applicant where conclusions will be made after a thorough discussion with the Applicant about their engineering or geoscience competency or character.

## UN-NOMINATED VALIDATORS

In a case where Organization staff would like to contact a Validator other than those provided by the Applicant for further information regarding the Applicant's suitability for registration (for example, the Applicant's current supervisor, if not listed as a Validator), Organization staff may exercise discretion and contact the un-nominated Validator.

On the application form, the Applicant grants the Organization consent to obtain and release information that is relevant to the application process, and releases third parties from liability for providing such information. This allows the Organization to contact an un-nominated Validator.

## RELATED POLICIES

- Conflict of Interest and Impartiality

Please refer to the [Registration and Reinstatement Policies](#) page to view all relevant policies.

## VERSION HISTORY

VERSION NUMBER	PUBLISHED DATE	DESCRIPTION OF CHANGES
1.0	January 30, 2026	Initial version.