THE RISALAH

CHARTERED INSTITUTE OF ISLAMIC FINANCE PROFESSIONALS™

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Taking Off...

Assalamu'alaikum and welcome to the first issue of The Risalah for 2018.

Let me first start by saying thank you to all our members who continue to support us. Without you, we wouldn't be where we are today, and we certainly would not be any closer towards fulfilling our mandate – elevating the quality and standing of professionals in Islamic finance. As an institution, we have certainly been through a lot of enriching experience over the past couple of years, learning many lessons, and overcoming many challenges and setbacks along the way. Throughout it all, we have kept progressing towards our primary objective for this year, namely the development of our flagship professional qualification: **the Chartered Professional in Islamic Finance,** or **CPIF**.

In this issue, we cover some important events that have been happening since the beginning of the year, starting with the CIIF's collaboration with Bank Rakyat in piloting the CPIF through its newly introduced **The Islamic Banke**r management trainee programme. The 30 trainees undergoing the programme have just completed the face-to-face delivery of CPIF modules at the Foundation level, with overall feedback providing a positive outlook for the qualification. Next, they will take the Intermediate level modules of the CPIF, with assessments for both levels scheduled for later this year.

Another important activity that took place during the first quarter of 2018 was the issuance of the **Exposure Draft of the CIIF's Standards on Continuing Professional Development**, or **CPD Standards**. Following 2017's issuance of the Code of Ethics and Standards of Professional Conduct, the CPD Standards will be the next that will be issued by the CIIF, which will set the stage for the implementation of CPD requirements beginning 2019. We have received lots of helpful feedback, and we thank all members and respondents from key stakeholders for taking a solid interest in the development of the CPD Standards.

We also have an article from the Deputy President titled "Islamic Banking Practitioners - Moving Towards Professionalism", in which he covers the perspective of the importance of having professional affiliations in the Islamic finance industry. We also cover some of the recent events and activities that the CIIF has been a part of.

Finally, I would just like to mention that in the weeks and months leading up to this issue of the Risalah, the CIIF, together with other key affiliates, have been engaged in discussions to solidify our collaborative relationships and in the process further define our respective complementary roles in Islamic finance talent development. It is expected that the solidification of these affiliates will result in greater synergies that will ultimately benefit professionals in Islamic finance, the industry, and of course the customers of Islamic financial services. Please look forward to more news on this in the coming months.

It has been some time coming, and I believe that many of the necessary elements have already been put in place, or are in the midst of being put in place, thus giving the CIIF a stronger platform from which it is now **Taking Off** towards the next phase of its journey – and I sincerely encourage all our members to join us on this flight towards a strengthened Islamic finance talent development landscape.

Wishing everyone a great 2018!

Dr. Azura Othman
CEO of CIIF
The Chartered Institute of Islamic Finance Professionals

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The Chartered Professional in Islamic Finance is now open for registration!
To find out more about CPIF, kindly e-mail us your interest at programmes@ciif-global.org

CPIF (Banking)

Chartered	Strategic Management Practices	Enterprise Risk Management Practices		Audit & Compliance Practices
Proficient	Banking Operations II	Structuring Products	Sales & Marketing	Treasury & Fund Management
Intermediate	Applied Shariah in Finance	Reporting for IFIs	Banking Operations I	Professionalism & Ethics
Foundation	Shariah	Economics & the Financial System	Overview of Financial Products	Legal & Governance Framework of IFIs

CPIF (Takaful)

Chartered	Strategic Management Practices	Enterprise Risk Management Practices		Audit & Compliance Practices
Proficient	Takaful Operations II	Structuring Products	Marketing & Distribution Channels	Treasury & Fund Management
Intermediate	Applied Shariah in Finance	Reporting for IFIs	Takaful Operations I	Professionalism & Ethics
Foundation	Shariah	Economics & the Financial System	Overview of Financial Products	Legal & Governance Framework of IFIs

Common modules   *Banking or Takaful specific modules*

Learning Method

Studying for the CPIF qualification is **primarily self-directed.** The course content will be available via e-learning platforms currently under development and study materials, and these are included in registration fee. The textbook included checkpoint questions and case studies to assist candidates to their learning.

Tutorials are optional, and the calenders for classes will be arranged by approved education partners. The registration fees for 2018 exluded fees for tutorials. For 2018, our core education providers will be based in Kuala Lumpur, namely, IBFIM and INSIEF. We will gradually increase the number and geographical outreach of education providers.

Fee Structure (Individual Registration)

Level	Module Registration Fee	Exam Fee	Exemption Fee	
Foundation Level				Total for Each Level (this figure does not take into consideration of examption fee)
Module 1	RM800	RM300	RM300	
Module 2	RM800	RM300	RM300	
Module 3	RM800	RM300	RM300	
Module 4	RM800	RM300	RM300	RM4,400
Intermediate Level				Total for Each Level
Module 1	RM1,000	RM300	RM300	
Module 2	RM1,000	RM300	RM300	
Module 3	RM1,000	RM300	RM300	
Module 4 - Professionalism & Ethics	RM1,000	RM300	n/a	RM5,200
Proficient Level				Total for Each Level
Module 1	RM1,000	RM300	RM300	
Module 2	RM1,000	RM300	RM300	
Module 3	RM1,000	RM300	RM300	
Module 4	RM1,000	RM300	RM300	RM5,200
Chartered Level				Total for Each Level
Module 1	RM1,800	RM300	RM300	
Module 2	RM1,800	RM300	RM300	
Module 3	RM1,800	RM300	RM300	RM6,300
TOTAL	RM16,600	RM4,500	RM4,200	
TOTAL PAYABLE FOR CPIF (Full programme)	RM21,100			
TOTAL PAYABLE FOR EXEMPTION(S)	Depends on the number of exemption(s)			

The launch of

"The Islamic Banker"

Management Trainee Programme by Bank Rakyat

16 January 2018
Menara Kembar Bank Rakyat, Kuala Lumpur

The Islamic Banker Management Trainee programme was launched by YBhg. Dato' Zulkiflee Abbas Abd Hamid, the Managing Director of Bank Rakyat in January this year. The programme aims to develop future leaders in the Islamic finance industry, where the participants are involved in CIIF's flagship programme, Chartered Professional in Islamic Finance's (CPIF) pilot programme.

The Islamic Banker and CPIF

The Way Forward for Partnership in Talent Developent for Islamic Finance

In 2017, Bank Rakyat launched The Islamic Banker (TIB), a two-year management trainee programme designed to develop future leaders for Bank Rakyat and the industry at large. The applicants for the programme must be 26 years or below, with CGPA above 2.75, a team player, active in co-curricular activities and possess good communication and interpersonal skills. Despite the fairly stringent selection criteria, the programme attracted 6,744 applications last year, and of these, 30 trainees were selected.

The first batch of trainees began their journey in January 2018 and have undergone the two-month foundation-building session.

Overall, TIB is expected to develop both technical and soft skills. An integral part of TIB is the adoption of the Chartered Professional in Islamic Finance (CPIF), a professional qualification currently being developed by the CIIF. The CPIF is poised to become a leading qualification for the industry and has been mentioned in several of BNM's speeches in recent months. The qualification is aimed at creating versatile Islamic finance professionals who are ready for junior management roles. CPIF candidates are expected to develop a broad understanding of key areas in Islamic banking operations and strategy and be conversant with Islamic finance principles, technique and prohibitions, with the ability to evaluate business operations and decisions as guided by the Shariah. The course is suitable for candidates with or without Islamic finance background and will be launched to the public in stages in 2018. The CPIF is also suitable for senior management, in particular at the Chartered level. At present, Bank Rakyat is the pioneering partner for delivery of the CPIF to the first batch of TIB candidates, and beyond.

Over two years, trainees will be expected to complete their full Chartered qualification with their accelerated work experience requirements recognised as equivalent to the CIIF's Executive Development Programme (EDP).

Another unique feature of TIB is the early and direct engagement with senior management at Bank Rakyat. Each trainee is assigned to a mentor from the senior management team who will be responsible in guiding them throughout the programme. After the foundation-building sessions, trainees will undergo job rotations at five different key business units over 10 months, to develop a broad understanding of the bank's operations and build a solid network across the bank. At the end of the job rotations, trainees will hold executive positions at a business or functional unit, based on their strengths, preferences and the bank's requirements. Upon completion of The Islamic Banker programme, trainees will be given the opportunity to choose the business or functional unit based on their career aspirations, subject to the bank's requirements at the time.

The partnership between Bank Rakyat and CIIF is expected to support the talent development and professionalisation agenda for the Islamic finance industry. Bank Rakyat recently won three awards at the 26th World HRD Congress 2018 – Innovation in Recruitment, Best Apprenticeship and Usage of Digital Media in Recruitment for TIB. The programme is expected to continue for second batch of trainees this year.

References for internal info :
http://careers.bankrakyat.com.my/career-opportunities/
http://www.worldhrdcongress.com/about.html

AIF Away Day

26 February 2018
Sasana Kijang, Kuala Lumpur

The Asian Institute of Finance (AIF) hosted the Affiliate Insititutions (AIs) Away Day on Monday, 26 February 2018 at Sasana Kijang, Bank Negara Malasia, Kuala Lumpur. The main objective of this Away Day was to discuss the current activities and programmes of each respective AI and exploring possible collaborations with each other.

At the end of the Away Day, a Memorandum of Understanding (MoU) signing ceremony for the Financial Services Knowledge Management Portal by CEO of AIF, ABS, CIIF, IBFIM, ICLIF, INCEIF, ISRA, and MII, was held, witnessed by Assistant Governor of Bank Negara Malaysia, Mr Donald Joshua Jaganathan.

Talk on the "State of Affairs of Islamic Finance in Malaysia - Sukuk"

7 March 2018
INTI International University, Nilai

The CIIF received an invitation from INTI International University and Colleges, Nilai, Negeri Sembilan, to give a talk to the MBA students from International University of Casablanca (UIC), Morocco. The CIIF Deputy President, Hj. Abdul Rahman Mohd Yusoff shared his insights on Islamic finance in Malaysia in his talk on “State of Affairs of Islamic Finance in Malaysia – Sukuk”.

ISLAMIC BANKING PRACTIONERS - MOVING TOWARDS PROFESSIONALISM

by Hj Abdul Rahman Mohd Yusoff

Abdul Rahman is the CIIF Deputy President, and currently heading Shariah Department in a foreign Islamic Bank, OCBC Al-Amin. He had experienced serving as an expatriate in Hong Kong from 1997 to 2001. A graduate in CIFP (INCEIF), MBA, BSc. Finance (USA) and holding a Certified Professional Trainer (CPT) from MIM, he is an active speaker in Islamic banking & finance and other Shariah-related modules.

An Introduction

To start a career in Islamic banks, at entry-level, requires a tertiary education of at least a bachelor's degree either in Shariah (Fiqh, Iqtisod, Usuluddin, Dirosah Islamiyah etc.) or non-Shariah (Accountancy, Finance, Law, Business Administration etc.) disciplines. Shariah graduates will be most suitable for positions in Shariah Department (Advisory, Research, Secretariat, Review, Compliance and Training etc.), Shariah Audit or Shariah Risk. Nevertheless, non-Shariah graduates will also be able to join the Shariah-related departments provided they have a post-graduate degree in the area of Islamic Banking & Finance or have related conventional banking experience in addition to their non-Shariah bachelor's degree. In time to come, in addition to having a PhD, Doctorate and/or Master's degree, to practice Islamic banking, you may need to have professional qualification as the banking industry is moving towards professionalism. For instance, the Shariah Committee members in Islamic banks will still need to obtain professional qualification even though they are already Professors or scholars/academician in their related fields.

Scope of Professionalism

A professional qualification is a certification on a person's competence and expertise that is linked to a specific industry awarded by a professional body that comes with a professional title such as Chartered Banker (CB), Chartered Professional in Islamic Finance (CPIF), Chartered Certified Accountant (ACCA or CPA) etc. Such title must be renewed through renewal of membership with a professional body which includes compliance to a Continuous Professional Development (CPD) as set by the professional body.

In Malaysia, The Asian Institute of Chartered Bankers (AICB) awards the CB title to qualified conventional banking practitioners whilst the Islamic Banking professional title CPIF, will be awarded by Chartered Institute of Islamic Finance Professionals (CIIF). Established in 2015, CIIF is a professional body for qualified practitioners in the Islamic Finance industry. Its primary mandate is to set standards for professional education and qualifications in Islamic finance for its members, and to regulate its members through the CIIF Code of Ethics and Professional Conduct.

Apart from CIIF, the Association of Shariah Advisors in Islamic Finance (ASAS) had recently launched certification programmes to upskill Shariah advisors and officers serving the industry known as Certified Shariah Advisor (CSA) and Certified Shariah Practitioner (CSP). Bank Negara Malaysia (BNM) will also make the certification a pre-requisite for the appointment and re-appointment of Shariah Committee members, key Shariah personnel in Islamic Financial Institutions, including Islamic windows. Similarly, CPIF qualification from CIIF will be made mandatory for personnels in certain positions in Islamic financial institutions.

Towards Professionalism - Directive from Regulator

Following the acceleration towards professionalising the Banking Industry, BNM has imposed on key personnel in critical job function in the bank to acquire the appropriate specialised qualifications from programmes offered by the Asian Institute of Chartered Bankers (AICB) in the area of credit, compliance, risk management, audit and Anti Money Laundering /Counter Financing of Terrorism (AML/CFT).

Hence, relevant key senior management are required to attain the Chartered Banker qualification and for new graduates employed to be members of AICB and complete the mandatory programme on ethics and professional standards. BNM requires the submission of a report on compliance to the above on a Quarterly basis since December, 2017.

Professional qualification Versus Tertiary education

Tertiary education is a post-secondary education following the completion of a school level education such as a Diploma, Bachelor's degree (under-graduate), Master's and PhD's (post-graduate) from universities and colleges. It is an academic discipline which focuses on theory and research. Most banks will employ under-graduates at an entry level for general executive posts in the organisation and post-graduates with work experience at a higher position.

Whilst the tertiary education provides specialised knowledge on a subject-matter, the professional qualification offers the application of the knowledge in the real industry situation which requires practical experience, situational analysis and good business practices. Hence, it has been the trend that universities & colleges have some kind of collaboration with the industry to produce skilled workforce with knowledge and practical experience. A few institutions of higher learning now have industry experts in their list of lecturers in order to have experts comprising of scholars and also practitioners.

Importance of Professionalism in an organization - The case of CIIF

Professionalism in the workplace is necessary for the long-term success of a business, whether it is a big corporation or a small business.

The professional characteristic or behavior reflects the level of governance in an organisation. Good interpersonal relationship within the organisation and external parties such as customers, suppliers, regulators ensures that the goals and objectives of an organisation are met.

As for CIIF, it upholds the three (3) key elements of professionalism namely Knowledge, Integrity and Service. These underpin the very essence of its members as qualified professionals that serve the Islamic finance industry. Members should have extensive Knowledge which is industry-relevant and should keep pace with new developments so as to ensure that industry best practices are adopted and implemented at every level. As professionals, it is also important to maintain the highest degree of Integrity in carrying out duties and responsibilities to the industry and its stakeholders. Moreover, members must be committed in delivering the highest quality and standard of service.

"As for CIIF, it upholds the 3 elements of professionalism namely Knowledge, Integrity and Service"

Human Capital Development - Trainings, Certification or Tertiary path

It has been the practice of the banks to send their staff for general Shariah-related trainings conducted by established training providers where the participants can gain basic knowledge and be awarded a Certificate of Attendance. Some banks have provided their staff with a more customised short-term trainings (consisting of 4 to 6 modules for a period of 3 to 6 months) conducted in-house by the training providers/local universities, where the particpants will awarded with the relevant certificate during an annual convocation ceremony.

External training providers such as International Islamic University Malaysia (IIUM) and Islamic Banking and Finance Institute Malaysia (IBFIM) provide trainings in Islamic Banking and Finance (certificate level) where participants will be issued with a certificate upon completion of the programme such as Certificate in Islamic Law (CIL) and Certificate in Shariah (CIS) both by IIUM and also Associate Qualification in Islamic Finance (AQIF) by IBFIM.

More recently, ASAS has been mandated by BNM to provide programmes namely Certified Shariah Advisor (CSA) for Shariah graduates and Certified Shariah Practitioner (CSP) for non-Shariah graduates. In the meantime, CIIF will also be launching the CIIF Professional Qualification CPIF, to onboard new members with a professional designation of Chartered Professional in Islamic Finance i.e. CPIF (Banking) or CPIF (Takaful). ASAS and CIIF are the professional bodies recognised by the industry, while IBFIM will be the training provider for the Islamic finance industry.

The pursuit of lifelong learning for Islamic Banking practitioners must be well-planned, whether through a tertiary academic route such as pursuing a Masters/PhD in universities, or a professional certification route in obtaining the professional titles such as CSA, CSP or CPIF from certified/chartered institutions such as ASAS and CIIF. Whilst the tertiary education builds the knowledge on the financial services industry, a professional qualification adds the practical elements to the knowledge. The skill sets obtained and the continuos learning experience in addition to adherence to a set code of ethics and professional conduct are what defines a professional in the Islamic banking industry.

Summary of Islamic Banking & Finance Institution for professional or academic recognition

Organization/ Subject Matter	CIIF - Chartered Institute of Islamic Finance Professionals	ASAS - Association of Shariah Advisors in Islamic Finance	IBFIM - Islamic Banking and Finance Institute Malaysia	INCEIF - International Centre for Education in Islamic Finance
Establishment & Nature of Business	November, 2015 (A standard-setting body)	April, 2011 (An association of Shariah scholars)	February, 2007 (An established training provider)	December, 2005 (A post-graduate university)
Vision	To be the primier professional body for qualified IF talents	To achieve the highest level of professionalism in Shariah advisory services	The preferred international Islamic Finance talent and development institute	The university is structured to deliver training and knowledge through both academic programmes and industry services
	CIIF has been accorded a unique recognition by the industry associationas the Chartered professional bodyfor IF practitioners.The Founding Members are: • AIBIM • MTA • MIBA	ASAS had recently launched certification programmes to upskill Shariah advisors and officers serving the industry namely Certified Shariah Advisor (CSA) and Certified Shariah Practitioner (CSP)	IBFIM's Islamic Finance Qualifications Framework & Progression Route for industry practitioners is catagorized as follows: • AQIF provides the basic knowledge of Shariah & IF • IQIF and CQIF provide specialization into Banking, Takaful, Capital MKT or Wealth Mgt	In August 2007, the Ministr of Higher Education Malaysia accorded INCEIF with the university status. Academic Programme offered: • Masters in Islamic Finance Practise (MIFP) • MSc in Islamic Finance (MSc.IF) • Doctor of Philosophy in Islamic
Professional Designations	Chartered Professional in Islamic Finance • CPIF (Banking) • CPIF (Takaful)	• CSA - Certified Shariah Advisor • CSP - Certified Shariah Practione	CQIF - Certified Qualification in Islamic Finance	PhD (Islamic Finance)
Progression Line	• Chartered • Proficient • Intermediate • Foundation	• Level 3 • Level 2 • Level 1	• CQIF • IQIF • AQIF	

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JUNE 2018

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