

Criteria for Being a Vetted Consultant/Member of Apeiron

1. An Established Member in good standing.

- o Active in the community
- o Current in payment of membership fees

2. Have the recommendation of two other vetted members by:

- o Past work experience with a vetted apeiron member
- o Recommendation of your THRIVE guide based on your active participation, positive engagement, and willingness to add value to other members.
- o High level of performance in a client engagement with an Apeiron member
- o Proven performance with internal Apeiron opportunities (leadership role, facilitation, or other volunteer activity)

3. Agree to the Apeiron Code of Conduct

- o Honors confidentiality
- o Acts in the client's best interests
- o Can flex roles seamlessly between Client Relationship Owner/Primary Contractor and a supporting role/sub-contractor
- o Completes high-quality deliverables in the time promised to both the client and the primary consultant
- o Respects other members' intellectual property

4. Business Infrastructure

- o Legal business entity (LLC, S-Corp, etc.) or proof of independent contractor status. (required)
- o Liability insurance (required).

5. Experience & Track Record

- o 3-10 years of professional and/or consulting experience, proven track record in your area of expertise
- o Documented client projects, case studies, or testimonials showing results as a consultant or employee.

6. Professional Credentials

- o Relevant certifications, licenses, or accreditations (e.g., SHRM-SCP for HR consultants, ICF for coaches, PMP for project consultants) and/or degrees or specialized training in your area of expertise.
- o If not certified or degreed, demonstrate evidence of successful work in their field.

7. Reputation & Thought Leadership

- o Evidence of being recognized in the field: articles, speaking gigs, board positions, or industry awards.
- o Positive online presence (LinkedIn, professional site, published work).

8. Results Orientation

- o Acts in the best interest of clients
- o Produces results rather than just activity