



**Status:** V2. Active 1.1.2026

---

## Employer Overview

### International Analyst Competency Framework (IACF)

---

#### Purpose of This Document

This overview explains how the International Analyst Competency Framework (IACF) supports employers, organisations, and performance environments by providing clear professional standards, ethical safeguards, and role-aligned accreditation for sports performance analysts.

It is intended for:

- Clubs and performance organisations
  - Governing bodies and academies
  - Universities and education partners
  - Employers responsible for recruitment, supervision, or safeguarding
-

## What Is the IACF?

The International Analyst Competency Framework (IACF) is a professional standards framework for sports performance analysts.

It provides:

- a clear pathway from early-career development to senior leadership
- tiered accreditation aligned to role responsibility, not job title
- independent recognition of applied competence and professionalism
- ethical and safeguarding expectations appropriate to working in sport

The framework is owned and administered by **ASPA** and operates with **independent standards oversight** to ensure transparency and fairness.

---

## Why the IACF Matters to Employers

Performance analysts often work with:

- sensitive performance data
- athlete video and personal information
- tactical and strategic intellectual property

The IACF helps employers by providing **confidence and clarity** around analyst capability and professional conduct.

The framework supports employers to:

- benchmark analyst roles and responsibilities
  - reduce recruitment and onboarding risk
  - support structured professional development
  - reinforce ethical, safeguarding, and data protection standards
-

## What IACF Accreditation Confirms

An IACF-accredited analyst has:

- demonstrated applied competence appropriate to their tier
- submitted real-world work samples for review
- reflected on professional practice and development
- agreed to ongoing CPD and professional standards
- formally accepted a Code of Conduct

Accreditation is **active only while**:

- membership remains current
  - CPD requirements are met
  - professional standards are upheld
- 

## Understanding the Accreditation Tiers

The IACF uses an **eight-tier pathway**, designed to align with increasing responsibility and risk.

### Tier 1–2 | Emerging & Developing Analysts

- Early-career or trainee analysts
- Working under supervision
- Developing technical and professional foundations

### Tier 3–4 | Practising Analysts

- Independent applied analysts
- Responsible for routine analysis delivery
- Supporting coaching and performance decision-making

## Tier 5–6 | Expert & Leading Analysts

- System and team leaders
- Responsible for analysis design, governance, and mentoring
- Organisational or multi-team influence

## Tier 7–8 | Fellowship & Legacy

- Profession-shaping leaders
- Recognised for long-term contribution, governance, and ethical leadership

---

## Ethics, Safeguarding & Data Protection

The IACF places strong emphasis on professional responsibility.

All accredited analysts are required to:

- act ethically and professionally
- respect confidentiality and data protection requirements
- follow safeguarding principles when working with athletes
- declare conflicts of interest
- engage in ongoing professional development

Safeguarding breaches or ethical misconduct are treated as **serious matters** and may result in disciplinary action.

---

## Independent Oversight

While ASPA owns and administers the IACF, the framework operates with **independent standards oversight**.

Independent oversight supports:

- fairness in assessment decisions

- transparency in disciplinary processes
- ethical governance and accountability

This separation strengthens trust for employers and partners.

---

## How Employers Can Use the IACF

Employers may use the IACF to:

- inform recruitment and role design
- support staff development and progression
- align internal expectations with professional standards
- identify mentoring and CPD needs
- demonstrate commitment to ethical and responsible practice

The framework **does not replace** organisational policies, legal obligations, or governing body requirements.

---

## What the IACF Is Not

To ensure clarity, the IACF is:

- not a coaching licence
- not a guarantee of employment or performance outcomes
- not a one-off qualification
- not a replacement for experience or supervision

It is a **professional recognition framework**, designed to support good practice and development.

---

## Working With ASPA and the IACF

ASPA works collaboratively with:

- clubs and organisations
- universities and education providers
- professional bodies and partners

Opportunities include:

- education endorsement
  - staff development alignment
  - mentoring and CPD integration
  - contribution to standards development
- 

## Further Information

To learn more about:

- accreditation tiers
- education partnerships
- employer engagement

please visit the IACF website or contact ASPA directly.

---

## Closing Statement

The IACF exists to support trustworthy, ethical, and professionally grounded sports performance analysis — benefiting analysts, employers, and the wider sporting environment.

**Contact [info@theaspa.org](mailto:info@theaspa.org)**

**End of Document**