



CERTIFICATES IPMA®

PROJECT, PROGRAMME AND PORTFOLIO MANAGEMENT AGILE LEADERSHIP

Status on 23 January 2026

Agenda

- IPMA, spm and VZPM
- Personnel certifications in project, programme, portfolio management and agile leadership
 - IPMA Level D
 - IPMA Level C
 - IPMA Level B
 - IPMA Level A

spm.

Der unabhängige, führende Fachverband im Projektmanagement

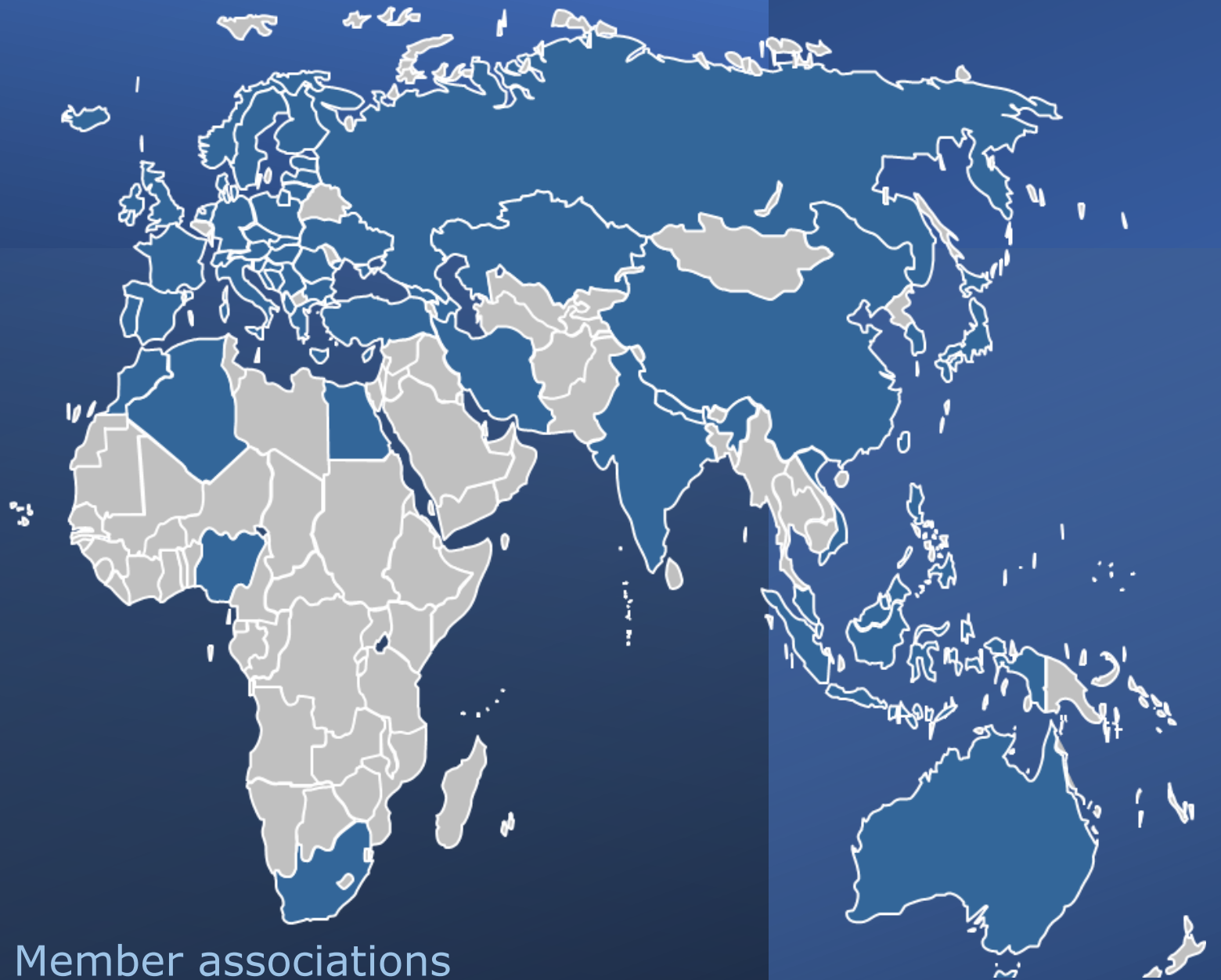
Licensee**v z p m**

your excellence certified

**Certification
body**

IPMA, spm and VZPM Who is behind the certifications?

**IPMA**» | international
project
management
association**Licensor**



Why get certified according to IPMA®?

Benefits for certificate holders

- Qualification based on project management knowledge
- Proof of competence through internationally recognised certificate
- Job security
- Improved opportunities on the labour market

Benefits for organisations

- Comparable quality standard for project management personnel
- Uniform understanding within the company
- Proof of competence as a marketing instrument



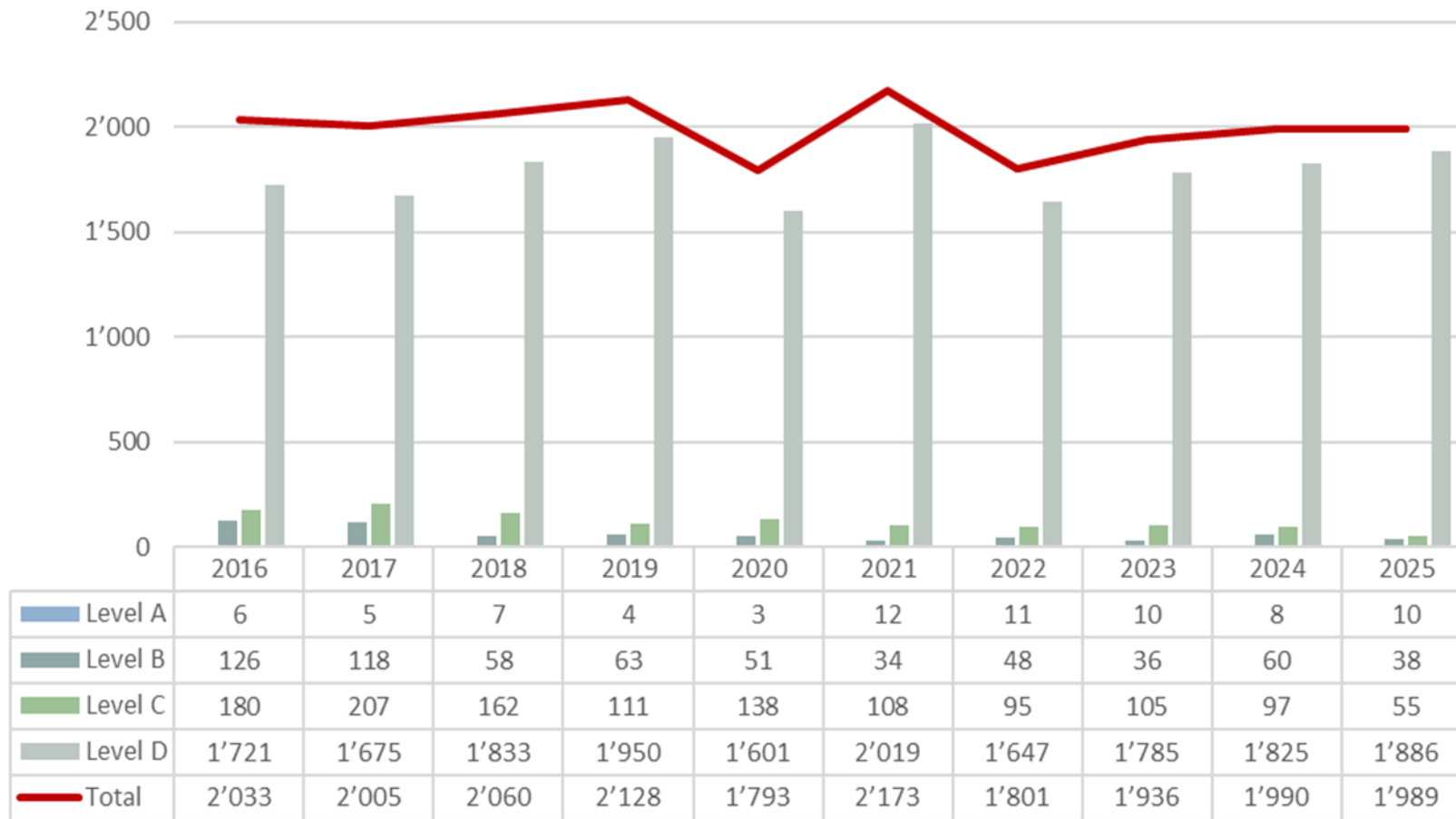
Agenda

- IPMA, spm and VZPM
- Personnel certifications in project, programme, portfolio management and agile leadership
 - IPMA Level D
 - IPMA Level C
 - IPMA Level B
 - IPMA Level A

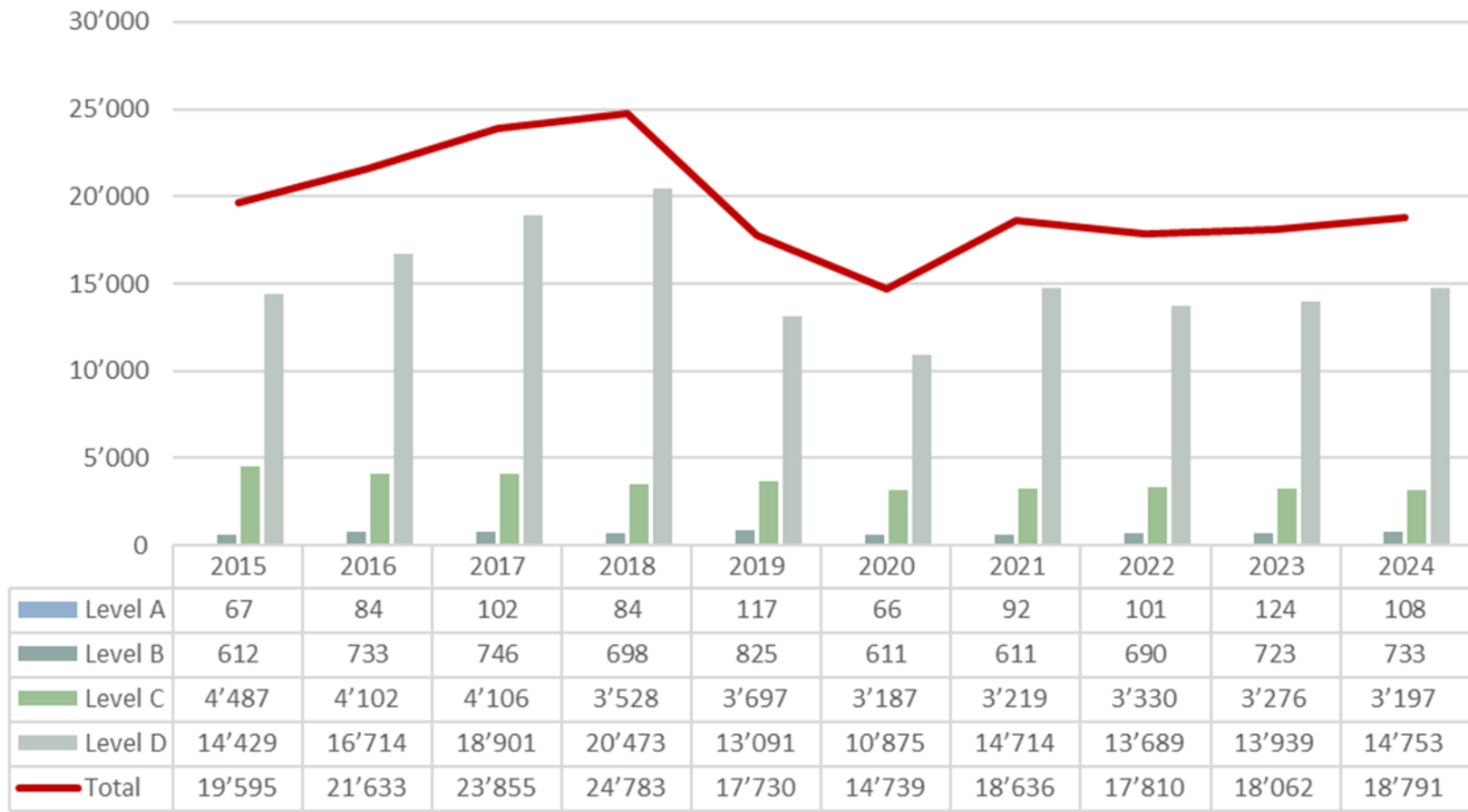
IPMA Level A-D

Possible certifications

		Domains		
		Project / Agile Leadership	Programme	Portfolio
Level	A	Certified Project Director Certified Agile Organisational Leader	Certified Programme Director	Certified Portfolio Director
	B	Certified Senior Project Manager Certified Agile Senior Leader	Certified Senior Programme Manager	Certified Senior Portfolio Manager
	C	Certified Project Manager Certified Agile Leader		
	D	Certified Project Management Associate Certified Agile Associate		



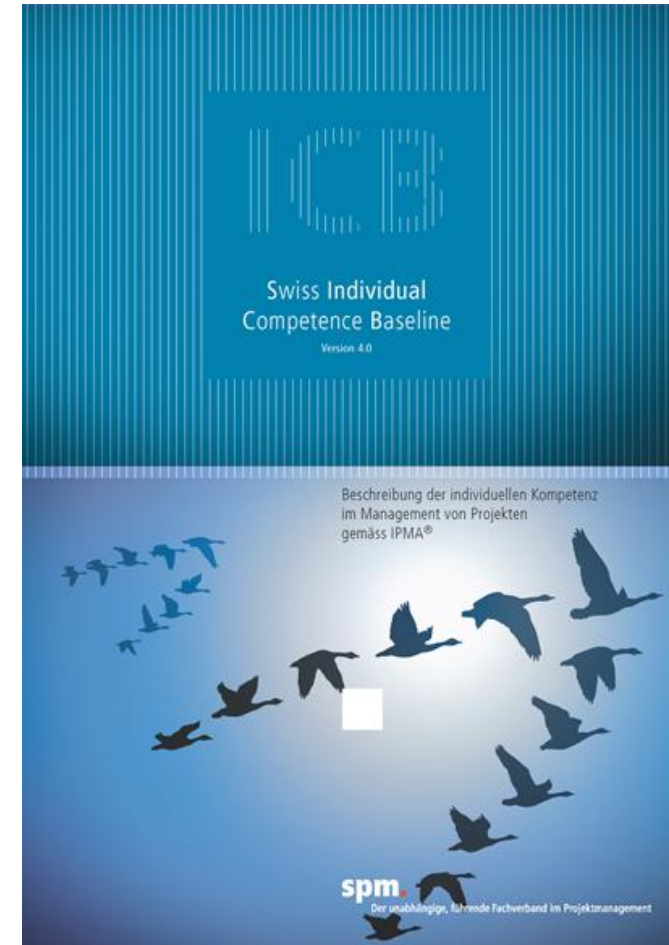
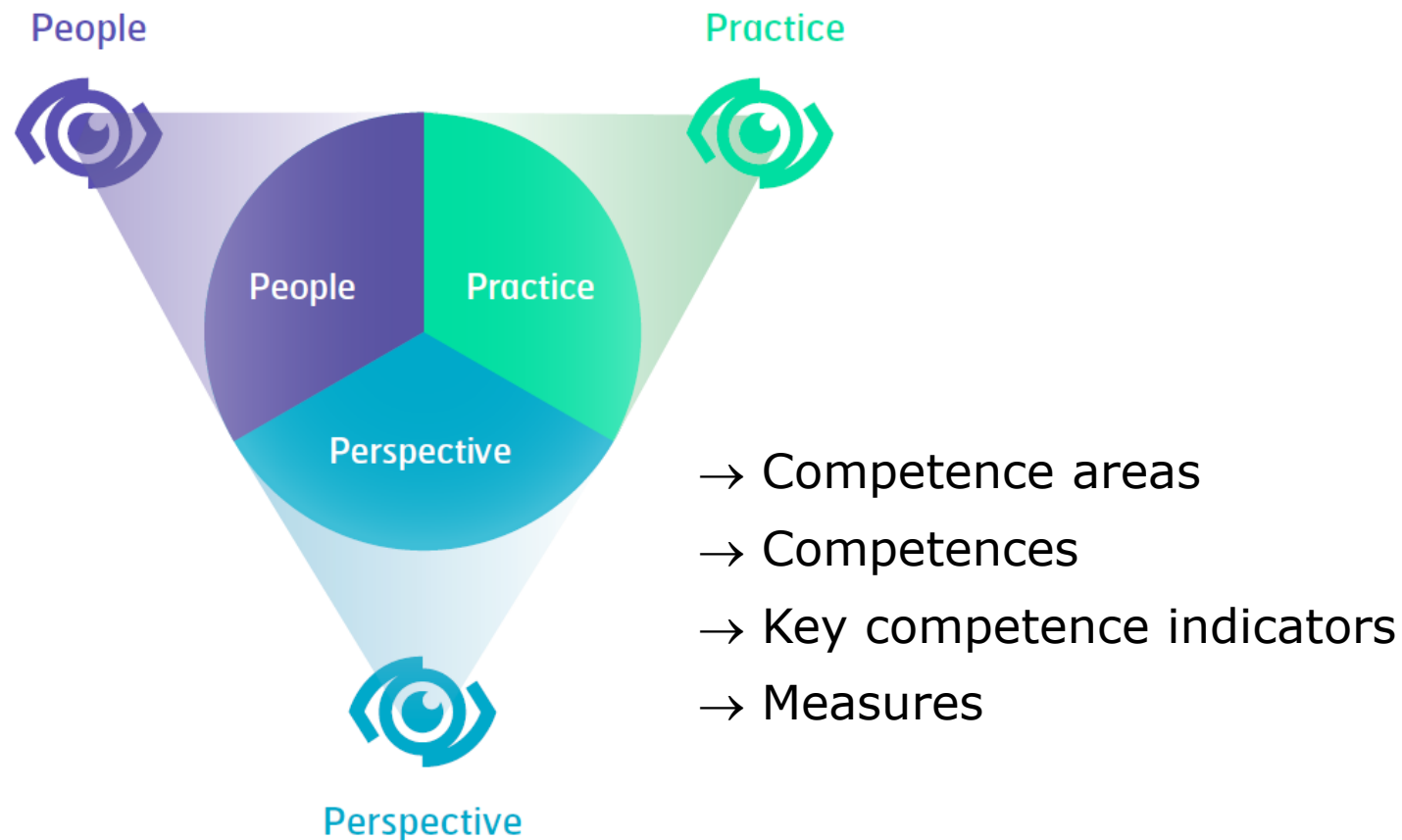
IPMA Level A-D
32'749 initial certificates
until end of 2025



IPMA Level A-D
Around 398'000 initial certificates
until end of 2024

IPMA Level A-D

Basis for the assessment of competence



IPMA Level A-D

Architecture of the swiss.ICB4

3 domains	project, programme and portfolio management		
3 competence areas per domain	perspective	people	practice
28 resp. 29 competences	5 competences	10 competences	13 resp. 14 competences
Key competence indicators	3 to 7 key competence indicators per competence		
Measures	a manageable number of measures per competence indicator		

IPMA Level A-D Competences

using the example of
project management

Perspective

- 4.3.1 Strategy
- 4.3.2 Governance, structure and processes
- 4.3.3 Compliance, standards and regulations
- 4.3.4 Power and interests
- 4.3.5 Culture and values

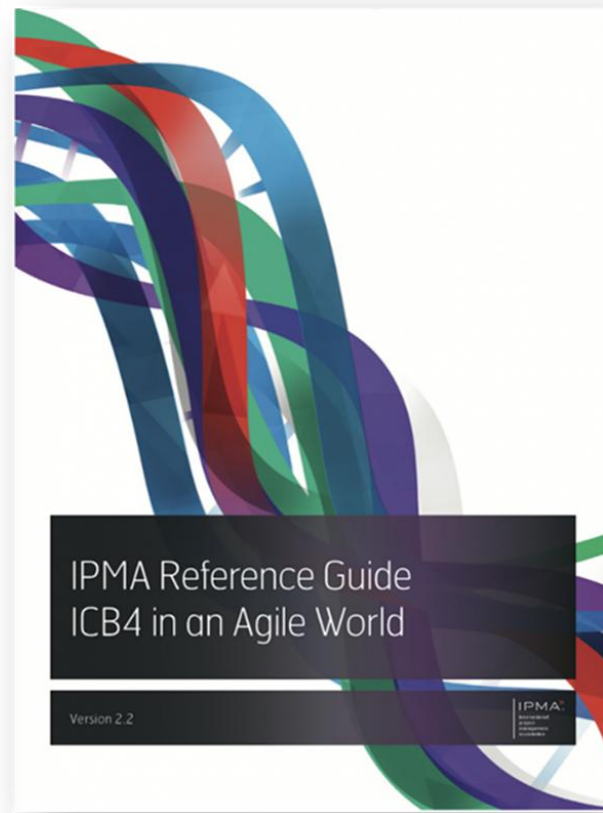
People

- 4.4.1 Self-reflection and self-management
- 4.4.2 Personal integrity and reliability
- 4.4.3 Personal communication
- 4.4.4 Relationships and engagement
- 4.4.5 Leadership
- 4.4.6 Teamwork
- 4.4.7 Conflict and crisis
- 4.4.8 Resourcefulness
- 4.4.9 Negotiation
- 4.4.10 Results orientation

Practice

- 4.5.1 Project design
- 4.5.2 Requirements and objectives
- 4.5.3 Scope
- 4.5.4 Time
- 4.5.5 Organisation and information
- 4.5.6 Quality
- 4.5.7 Finance
- 4.5.8 Resources
- 4.5.9 Procurement
- 4.5.10 Plan and control
- 4.5.11 Risk and opportunities
- 4.5.12 Stakeholder
- 4.5.13 Change and transformation

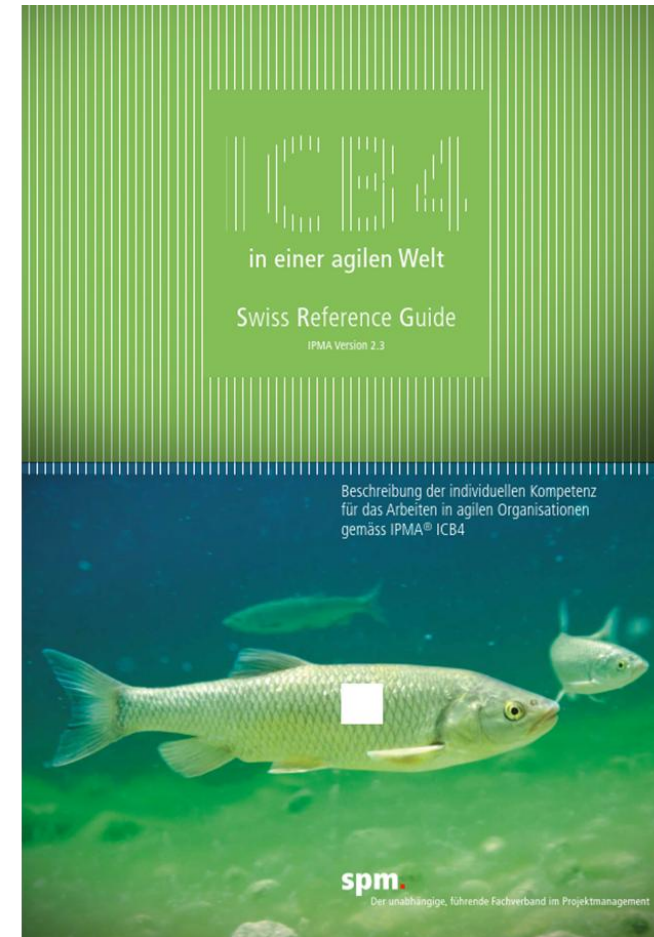
IPMA Reference Guide ICB4 in an Agile World



IPMA Reference Guide
ICB4 in an Agile World

Version 2.2

IPMA
International
Project
Management
Association



ICB4

in einer agilen Welt

Swiss Reference Guide

IPMA Version 2.3

Beschreibung der individuellen Kompetenz
für das Arbeiten in agilen Organisationen
gemäss IPMA® ICB4

spm.

Der unabhängige, führende Fachverband im Projektmanagement

IPMA Level A-D

Granting of certificate

Level A, B and C

- Proof of 80% of the competences ...
 - in a very complex environment for IPMA Level A
 - in a complex environment for IPMA Level B
 - in a moderate complex environment for IPMA Level C
- A single competence is considered proven when 50% of the relevant key competence indicators are proven.
- Proof of competence is provided throughout the entire certification process.
- Each individual certification stage must be passed.

Level D

- Proof of knowledge in 80% of the competences



Certification steps		Level D	Level C	Level B	Level A
1	Application				
	Self-assessment				
	Executive Summary Report				
2	Written exam				
3	Report				
4	Interview				

IPMA Level A-D Certification processes at a glance

Stage	Activity	Execution by	Approximate duration
1	Application to obtain the certificate		
	Submit application including professional career, project, programme and/or portfolio list, references and self-assessment	Candidate	Registration deadline
	Check application and announce admission ruling, if positive then demand Executive Summary Report	VZPM	2-3 weeks
	Prepare and submit Executive Summary Report	Candidate	1 month
	Assess Executive Summary Report and announce definitive admission to the certification	VZPM	3-4 weeks
2	Written exam		
	Complete written exam	Candidate	Examination date
	Evaluate exam and announce exam result	VZPM	4-5 weeks
3	Report		
	Prepare and submit report	Candidate	6-8 weeks
	Assess report and announce result of assessment	VZPM	1 month
4	Interview		
	Complete interview	Candidate	Interview date
	Conduct definitive assessment of the certification and announced result	VZPM	2-3 weeks

IPMA Level B and C Certification processes

IPMA Level D



Core competence

You have broad know-how of project management resp. agile leadership competences, are able to collaborate in teams and to assume possible tasks.

Admission criteria

Practical experience is **not required**. However, it is an advantage if you have already applied your project management knowledge to a certain extent.

IPMA Level C



Core competence

You are able to manage a project with **moderate complexity** or a sub-project within a complex project or to act in a responsible role.

Admission criteria

3 years experience as a **project manager** in moderate complex projects **or** in a responsible project management role as a project manager assistant **resp.**

3 years of **leadership** experience with implementation responsibility in moderate complex, agile projects **or** 3 years leadership experience in a role that supports the responsible person in complex, agile projects.

Period under consideration

Last 6 years, in exceptional cases up to 10 years

IPMA Level B



Core competence

You are able to manage complex projects **or** act in a responsible role in agile projects with a **complex** environment.

Admission criteria

5 years experience as a **project manager**, of which 3 years in a responsible leadership function managing complex projects **resp.**

5 years of **leadership** experience in an agile environment, of which 3 years of implementation responsibility for complex projects.

similar admission criteria for programme and portfolio managers

Period under consideration

Last 8 years, in exceptional cases up to 12 years

IPMA Level A



Core competence (all domains)

You are able to manage **very complex projects, programmes or portfolios** at a strategic level **or** you make a strategic impact on **agility**, results and outcomes within your organisation.

Admission criteria

5 years experience as a **project manager** in a responsible leadership function in very complex projects, of which 3 years at a strategic level **resp.**

5 years of **leadership** experience in a very complex, agile environment, of which 3 years at strategic level.

Period under consideration
Last 12 years

IPMA Level A

Certified Programme Director

Admission criteria

5 years experience as a **programme manager** in a responsible leadership function in very complex programmes at a strategic level

or

4 years experience as a **programme manager** in a responsible leadership function in very complex programmes **and** 3 years experience as a **project manager** in a responsible leadership function managing very complex projects at a strategic level.

Period under consideration
Last 12 years

IPMA Level A

Certified Portfolio Director

Admission criteria

5 years experience as a **portfolio manager** in a responsible leadership function in very complex portfolios at a strategic level

or

4 years experience as a **portfolio manager** in a responsible leadership function in very complex portfolios **and** 3 years experience as a **project or programme manager** in a responsible leadership function managing very complex projects or programmes at a strategic level.

Period under consideration
Last 12 years

IPMA Level A-C

Complexity indicators

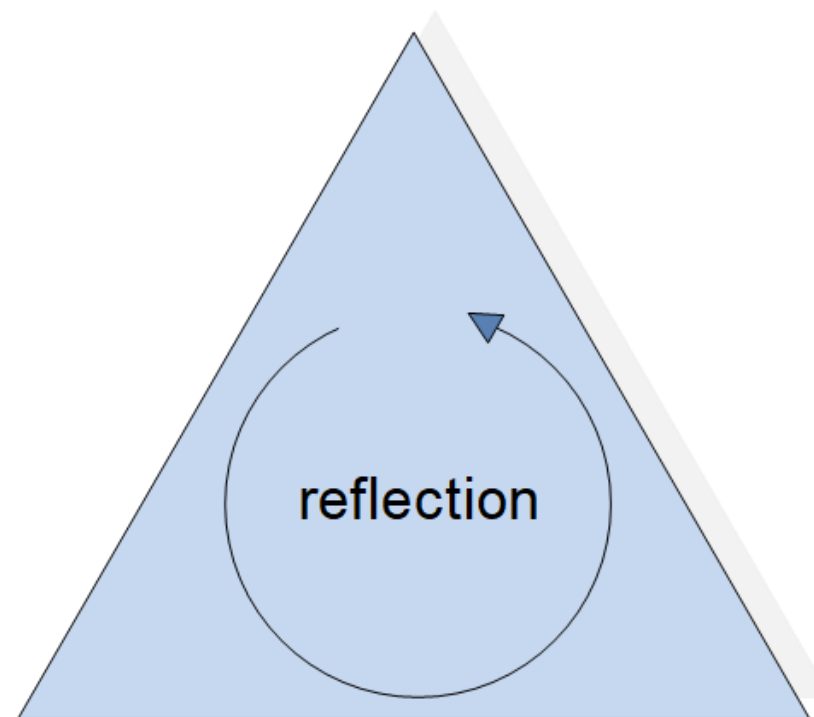
- Objectives and assessment of results
- Processes, methods, tools and techniques
- Resources (including finance)
- Opportunities and risks
- Stakeholders and integration
- Relations with permanent organisation
- Cultural and social context
- Leadership, teamwork and decisions
- Degree of innovation and general conditions
- Demand for coordination



IPMA Level A-C STAR methodology in report and interview

Situation / **T**ask

initial position, order, objective



Action

options for action

Result

impact



Me and my settings

Herr Jean-Pierre Widmann
Geschäftsführer
jean-pierre.widmann@vzpm.ch
Male



My Certifications

+ START NEW

Level	Current Step	Exam date
Level B - Projektmanagement (Recertification)	Finish	



My Tasks

Type

Start of a new certification

All applications for initial certification and recertification are submitted directly via the **VZPM Zert Login**

IPMA Level A-D Recertification

Why?

Maintaining qualifications in project, programme and/or portfolio management or in Agile Leadership and demonstrating them to the outside world.

When?

after 5 years

Preconditions

Level A-C: Proof of 30 months (=50%) of practical experience in a level specific role and complexity, 15 of the 30 months can be from another domain or Agile Leadership

Level A-D: 175 hours of further training

Procedure

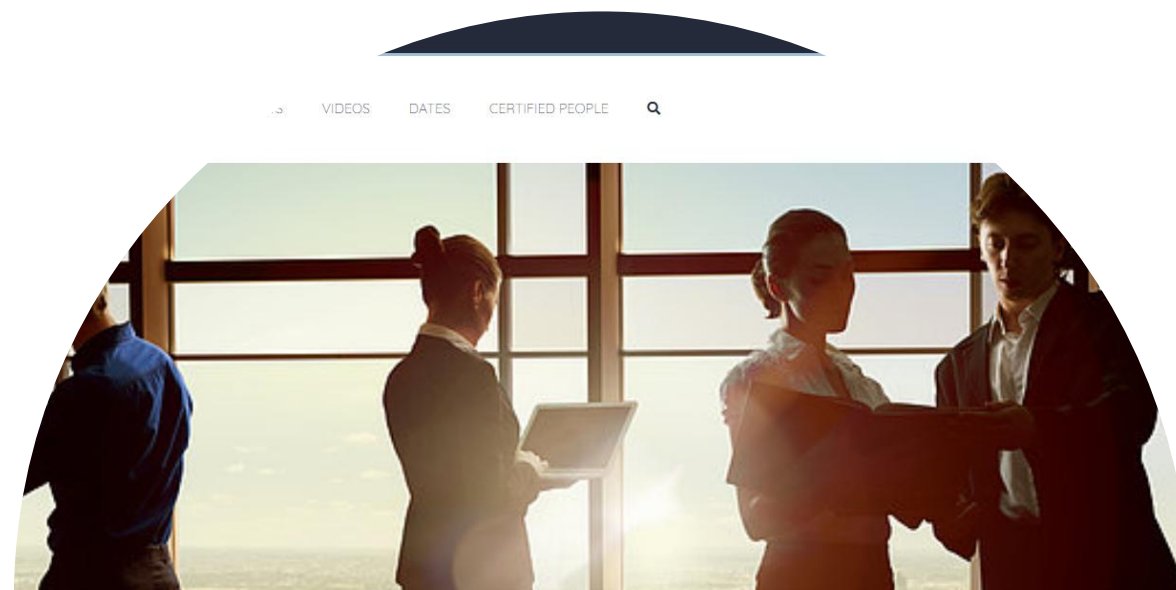
Submit application for recertification
(requested by VZPM)

VZPM

Association for the certification of
persons in management

Flughofstrasse 50
8152 Glattbrugg

Tel +41 43 810 90 30
info@vzpm.ch
www.vzpm.ch



Product videos of the 4-Level-Certifications of IPMA®

Below you will find all VZPM product videos. Watch them and find out about our certifications. We will be happy to answer

[The IPMA four level certification system for project, programme and portfolio management](#)

[You can find more detailed information here.](#)

