

AUDITOR SCARCITY

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PART ONE

INTRODUCTION

Auditing Food Safety and Food Systems Current and Future Challenges *1

- ➤ **Integration is the Key** transversal or cross-functional, process, risk-based, system, and critical thinking required.
- ➤ **Beyond compliance** mastering but one step ahead of regulations and addendums in advance of the certificate, becoming a bridge-builder, handling non-prescriptive standards/checklists.
- ➤ **Data and more data** creative and analytical thinking, strong communication, data mining, cleaning, and mapping skills expected, reporting burden.

INTRODUCTION

Auditing Food Safety and Food Systems Current and Future Challenges *1

- > **Food Systems focus** qualification for different management areas and different categories a must-have.
- ➤ **Auditor scarcity** talent recruitment and maintenance (also for technical reviewers and program managers), career management, addressing threats and opportunities...
- How to ...?



INTRODUCTION

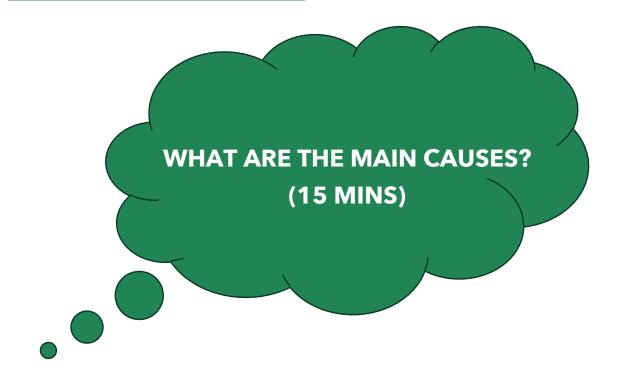
Context - General Characterization *2

- > There is a comprehensive lack of available food auditors, and the problem is getting worse.
- ➤ It is not exclusive of food safety/systems schemes, similar aspects as for ESG (compliance/governance, social and environmental disciplines), ICT, medical devices, and other sectorial schemes (automotive, ...), innovative standards.
- It is a global, not a regional, issue.
- Need for a multi-stakeholder approach involving CPOs, ABs, CABs, market, etc.



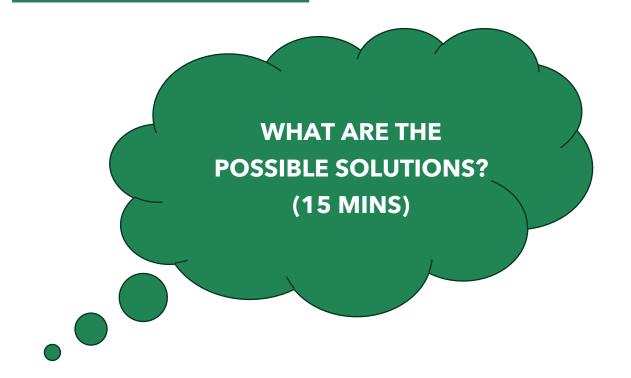
PART TWO

WORKSHOP





WORKSHOP





WORKSHOP





PART THREE

CONCLUSION

Context - Causes and Solutions *2

- ➤ **People leaving** retirement, administrative and reporting burden, returning to industry/consultancy, work/experience not valued nor recognized.
- ➤ **Not enough people joining –** investment in initial qualification, competence requirements, uncertainty on the future, a profession not valued nor recognized, conciliation of personal-professional life (e.g., inducing gender imbalance).
- Scheme complexity (and diversity) greater bureaucracy, time-consuming reporting, and productivity losses.



CONCLUSION

Context - Causes and Solutions *2

- ➤ **Incubator programs** through engagement with universities, regulators, manufacturers, and retailers, focusing on young people awareness, scouting, tutorship, and capacity building.
- Better communication dedicated campaigns, personal networking, problem handling assistance.
- More support IT systems for productivity, financial support for initial qualification, process re-design aiming for efficiency, improving work conditions.
- CAB Internal and external cooperation support for initial qualification, auditor sharing.

IIOC and **IQNET** Members

THANK YOU





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