



Global Seafood Alliance – Auditor Competency and Course Approval Requirements

Issue 1.0

16-September-2025

1.0 Overview

The GSA Auditor and Industry Observer Training Course teaches the GSA standards and offers a detailed analysis of the clauses contained within. Each standard, and the various sub-sections, are taught by a trained GSA staff member.

In addition to both new candidates and returning auditors, GSA also encourages interested industry observers to join the course for a first-hand, in-depth look into the GSA standards. Space is available on a first-come first-served basis.

Course announcement details and other information can be found on the BAP/BSP websites:

<https://www.bapcertification.org/WhatWeDo/ProgramIntegrity>

<https://bspcertification.org/WhatWeDo/ProgramIntegrity>

2.0 Conflict of Interest Policy

To avoid potential conflicts of interest, Individuals who work in the seafood industry for a:

- Processor
- Trader
- Importer/Exporter
- Farm
- Hatchery
- Feed Company
- Government Seafood Regulatory Body
- Or other similar types of organization

May attend as auditor candidates but must work for/contract with an independent GSA recognized certification body to conduct BAP/BSP audits as third party individuals.

3.0 Attendee Categories

There are three attendee categories:

- Observers
- Returning auditors
- New auditor candidates

Observers

Examples of Observers would include government representatives, industry producers, retailers, staff of BAP/BSP certified facilities/vessels and all interested non-auditor parties.

Returning Auditors

Returning and currently approved and active BAP/BSP auditors who must take their required refresher training or who would like to apply to extend their competencies.

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New Auditor Candidates

Auditors who have not audited for BAP/BSP in the past or auditors who have let their current GSA approved auditor credentials expire.

4.0 Overview of Requirements to Become a New BAP/BSP Auditor

To become an approved auditor under BAP/BSP please thoroughly read the requirements and follow the instructions:

- Meet the competency requirements for each BAP/BSP competency they wish to audit against. Candidates must clearly indicate which of the competencies they are applying to audit for.
- Submit credentials and other information in compliance with the steps specified in this document and be approved to attend a BAP/BSP auditor course.
- Once notification of final approval is obtained all attendees are required to pay the invoice in advance of the start of the course.
- Pass the course for the area(s) of competence, including completing all assigned work and exams.
- Work for or be subcontracted by a BAP/BSP-approved certification body.
- Obtain final approval to audit from a BAP/BSP-approved certification body by undergoing required shadow and witness audits.
- Maintain competency and perform the minimum number of audits per year for each category.
- Attend and pass the BAP/BSP course periodically to keep up to date, as described in policy documents sent to all certification bodies.

5.0 Auditor Screening

Any new or returning auditor who is an employee of a GSA approved certification body, must be screened by that certification body before submitting documentation to GSA. All GSA approved certification bodies are responsible for ensuring that the proper information, registration steps, and screening have taken place before submittal to GSA for course approval.

Incomplete or improper information and submittals will be rejected and returned to the certification body for correction. The certification body must state to GSA which competency(ies) the candidate is applying for.

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6.0 BAP/BSP Auditor Competencies

New applicants or returning auditors wishing to extend their approval competencies shall submit seafood competency information to either their certification body or, if independent, to GSA training@globalseafood.org.

Please note: all information submitted such as CVs and audit logs must include:

ONLY seafood related information relevant to the category(ies) being applied for.

Experience not related to seafood (such as audits of dairy plants or agricultural farms) must be removed. Inclusion of large amounts of non-BAP/BSP category related areas will cause the submittal to be rejected and returned for correction.

Applicant information submitted to GSA where the competency requirements have not been clearly met, where all required documents listed herein were not sent, or where the certification body did not properly screen their candidates will be rejected and returned to the applicant or certification body for correction.

The nine separate auditor competencies are:

- Category 1 - Processing Plants
 - Scope C0 – Animal Conversion
 - Scope C1 – Processing of Perishable Animal Products
 - Scope C3 – Processing of Perishable Animal Products (mixed products)
 - Scope C4 – Processing of Ambient Stable Products
- Category 2 - Land-based aquaculture systems – standalone and cluster (including ponds, raceways, recirculating systems, fresh and/or brackish water cages – all species and their related hatcheries)
- Category 3 - Salmon and marine cage farms - standalone and cluster (all marine finfish species and their related hatcheries)
- Category 4 - Marine cage culture farm systems only - standalone and cluster (no salmon experience) and their related hatcheries
- Category 5 - Mollusk farms and their related hatcheries - standalone and cluster
- Category 6 - Feed Mills
- Category 7 - Group farm and hatchery (senior auditors only)
- Category 8 - Enhanced social auditor
- Category 9 - Single vessel and vessel group

7.0 Minimum Auditor Competency Requirements

1. Auditor candidates shall have the minimum required experience for each of the nine competencies listed above as follows:
 - Category 1 – Auditors must have at least 2 years direct and full-time experience in a Seafood Processing Plant in a food safety function such as (but not limited to) developing or managing food safety systems, ensuring regulatory compliance, conducting hazard analyses and risk assessments, overseeing corrective and preventative actions related to food safety.
 - Categories 2 – 5 – Two years of experience in the stated farm systems. Experience may take the form of one year of direct relevant industry experience and one year of continuous auditing experience. Continuous auditing experience for this purpose is defined as no fewer than six seafood farm and/or hatchery audits being conducted in a twelve-month

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period. Farm candidates are not required to have hatchery experience, but it should be included in their credential submittals. Candidates will be required to complete and pass all hatchery-related pre-work and final exams for their competency.

- Category 6 – At least two years of experience in animal and/or aquaculture feed mills.
- Category 7 – Senior auditors only. (Please see GSA CB Requirements document for Senior Auditor qualifications).
- Category 8 – Registered CSCA in good standing with APSCA.
- Category 9 - Certificate in Commercial Fishing and 2 years life experience (related to a wild fishing industry) or a 3 -4-year degree in a nationally or internationally accredited program.
 - Candidates must also have successfully completed and passed a recognized course in lead auditor techniques.
 - At the time of application, the auditor must meet the following criteria to be accepted, along with the successful completion of an approved auditor training class:
 - Have a minimum of 1-year experience in social auditing and a have recorded a minimum of 100 days experience in social auditing, OR; Have a minimum of 2 years' experience in compliance auditing and a have recorded a minimum of 150 days experience in auditing, of which at least 50 days are social compliance audits, OR;
 - Have a combination of relevant experience in social compliance, audits, and training that is consistent with ongoing industry practices. This experience must be publicly available.

Experience for Categories 2-6 can take the form of positions held, performing audits of the relevant type of facility category or both. Examples, of positions held could include:

- Quality assurance
- Production
- Food Safety
- Product inspection
- Operation of aquaculture farms or hatcheries
- Key position in a feed mill etc.

2. Auditors must have good written and verbal English capability.

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3. A degree in a food-related or bioscience discipline or, at a minimum, has completed a food-related or bioscience higher education course or equivalent. Relevant degrees may include:

- Food Science
- Microbiology
- Aquaculture
- Veterinary Medicine
- Biology
- Chemistry

Other relevant education combined with experience can be substituted in the place of a degree requirement, provided education is deemed sufficient and can be verified through certificates. The other education must be directly applicable and may include:

- Training courses in aquaculture science or management
- Feed mill courses
- Seafood HACCP (Category 1)
- HACCP (Category 6)
- Sanitation
- Hygiene
- Quality Assurance
- Microbiology
- Additional audit courses beyond the ones listed in item 4 below.

4. Candidates must have successfully completed a recognized course in lead auditor techniques such as:

- ISO 19011
- ISO 9000
- ISO 9001
- ISO 22000,
- ASQ Certified Quality Auditor
- ASQ Certified HACCP Auditor

Worker interview training: By February 1, 2026, candidates and existing BAP/BSP auditors shall have successfully completed a training course that equips them with the skills and knowledge to effectively plan and conduct worker interviews. Examples of recognized courses include the worker interview training courses included in the Association of Professional Social Compliance Auditors [recognized training course list](#). Contact programintegrity@globalseafood.org regarding any other approved courses.

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Auditor candidates must meet the above qualifications for each competency they wish to be considered for.

8.0 Documents Required to be Submitted for Review

Certification bodies, or independent auditor candidates are required to send the following documents to GSA for review:

- CV/Resume – An up-to-date CV/resume in English, describing positions and experience related to each competency category that is being applied for. CVs/Resumes must easily and clearly show the number of years of experience, at a minimum, in each competency as defined previously. Also, include any relevant education, certifications etc.
- Audit Log – For those with auditing experience; submit an audit log in English showing experience related strictly to seafood facilities within one or more BAP/BSP competency categories listed above. The audit log should go back one to two years depending on the amount of auditing experience but can go back as much as three if necessary. The log must list the auditor's name, type of facility, products/species, whether-or-not the applicant was a lead auditor, sole auditor, part of a team, or an observer. The log must also list the type of audit done, the duration and to what standard. For processing plant audits products should be listed where applicable in low and high-risk forms and their species (cooked, ready to eat, raw, breaded, smoked, canned, marinated etc.). Where species can be both farmed and wild, specify which.
- Degrees – Copy of related degree, if any
- Other Education – If you do not have a relevant degree submit at least three copies of certificates showing other education as shown above.
- **For All Returning Auditors** - Evidence of completed shadow/witness sign-off requirements as described in the CB Requirements Document section 3.8.1

9.0 Submittal to GSA

GSA will review the above information from all candidates and make the final decision as to approval for attendance.

Currently Approved and Active BAP/BSP Auditors Wishing to Extend their Scope

Returning auditors currently approved and active for some standards wishing to be considered for approval for additional standards need to:

- Ensure the competency requirements for the new category have been met;
- Update credentials (CV, audit log, any training certificates obtained) to clearly show the competency requirements for the category have been met;
- Submit above credentials to the certification body you work for screening and approval. The certification body is not to send the information on to GSA until it has been properly screened;
- Or, if an independent auditor not working as an employee of a particular certification body, update credentials and submit directly to GSA.

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New Independent Auditors

Independent auditors not currently working for or subcontracted by a GSA approved Certification Body – Independent candidates wishing to apply to attend the BAP/BSP course as an independent auditor candidate have two options:

- Contact a GSA-approved [certification body](#) in advance to find out if any of them might be interested in hiring you if you pass the course. If so, make arrangements with that certification body to send them all required credentials and have them screen your candidacy. Once the candidate has been confirmed by the certification body to meet the requirements the certification body is to send the candidates name and credentials to GSA for final approval and invoicing.
- Submit your credentials as described in this document directly to GSA for screening. State the exact GSA categories you are seeking approval for and ensure you meet the requirements. Once screened and approved by GSA, pay the invoice for the course. If you pass the course, you may seek to be hired by one or more of the GSA approved certification bodies after-the-fact.

All fees must be paid before the first day of your scheduled class or you will not be allowed access to the classroom component or access to pre-work online.

10.0 Pre-Work, Tests and Case Studies

All approved auditors will have pre-work, case studies and final exams as part of the course. Pre-work and exams will be graded, and those scores will be used to determine if a candidate passes the course. Observers will not be given pre-work or tests. You will receive an email from GSA on how to complete your pre-work online, prior to the beginning of class and it must be completed and submitted electronically before the first day of the class. Failure to complete any required tests or pre-work will result in an automatic failure for that competency.

11.0 Course Completion and Next Steps

All auditors must attend their required classroom days and complete and pass all pre-work, case studies and tests for each of the competencies they are applying/extending for. Candidates that meet both the competency requirements and pass the pre-work and tests for the area of competency applied for will be approved as BAP/BSP Auditors but cannot audit alone until they have gone through training/shadow/witness auditing to the satisfaction of one or more of the GSA-approved certification bodies.

Returning auditors that fail the final exam for any given category will forfeit their current qualification to audit against that category upon completion of the course, regardless of the expiration date of their current certification. If a returning auditor is renewing their certification for multiple categories, they will only forfeit the qualification to audit against the category for which they failed the final exam. A new BAP Auditor certificate will be provided to reflect the updated qualifications for each category after the course concludes.

Please, do not hesitate to contact GSA with any questions or concerns!

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