VERÓNIKA KURÁDCHIK PEKÁRSKAYA

Work and Organizational Psychologist | Human Resources, Recruitment & Competency Management

Seville, Spain · vkpekarskaya@gmail.com · linkedin.com/in/veronikakupek · veronikakp.github.io/es

PROFESSIONAL PROFILE

Work and Organizational Psychologist with professional experience in HR consulting and competency-based management, as well as applied research experience in a European R&D&I project. In consulting, I contributed to job analysis, job descriptions and competency profiles, and to collecting and validating information from employees and managers. My practical training in recruitment includes the academic design of a competency-based selection process, from job analysis through to the integration of evidence for decision-making. I have specialised training in HR and People Analytics, and apply work and organizational psychology expertise to support well-founded decisions on recruitment and employee development.

AREAS OF EXPERTISE

Competency-based selection · recruitment and candidate screening · job analysis and job descriptions · professional profiles · competency assessment · structured interviews · competency-based management · talent development · training needs analysis · learning and development

LANGUAGES

Spanish native · **Russian** fluent · **English** C1 (Cambridge Advanced)

PROFESSIONAL EXPERIENCE

Organizational Psychologist, Research Technician | University of Seville **Dec 2023 – Dec 2025**

- Contributed to a European R&D&I project conducted across six countries on working conditions, job demands and resources, and the well-being of home-care professionals. (**Care4Care: We care for those who care**).
- Supported fieldwork preparation and coordination, combining surveys, weekly questionnaires over four weeks, and focus groups.
- Took primary technical responsibility for preparing, analysing and interpreting quantitative data using SPSS, Mplus and Jamovi.
- Contributed to qualitative data analysis and integrated findings to produce reports and practical recommendations.
- Coordinated with participating organisations and contributed to project deliverables and the communication of findings to teams and sector stakeholders.

HR Consulting Intern | CONSIDERA S.L. **Oct 2022 – Jan 2023**

- Supported an HR consulting project to help a public-sector organisation move towards a competency-based people management model.
- Contributed to job analysis through questionnaires and interviews, and to the development of the job analysis questionnaire.
- Organised information provided by employees and line managers, tracked responses by role, and prepared job descriptions for assigned roles, covering purpose, duties, activities, requirements, knowledge and competencies.
- Prepared drafts of the competency dictionary and summaries of competencies identified across roles; took part in validation sessions and recorded changes and improvement suggestions.
- Contributed to supporting documentation for job profiles, competency-based recruitment, and the identification of development needs.

Research Intern | CIVIENCIA S.L. **Dec 2020 – May 2021**

- Reviewed scientific literature on measuring gender in surveys to inform how this variable was formulated in a research project.
- Prepared a scientifically grounded report based on the literature review.

ADDITIONAL APPLIED EXPERIENCE

Organizational Psychologist | Official School of Psychology of Western Andalusia (COPAO) **Nov 2025 – May 2026**

- Volunteered on **PREVICUIDA**, a web-based psychosocial risk assessment tool for home-care professionals. Contributed to defining the scope of the assessment, the logic of risk profiles, and associated recommendations.

Visiting PhD Researcher | University of Florence - Erasmus+ Traineeship **Oct – Dec 2025**

- Analysed data on psychosocial working conditions and well-being in long-term care, and interpreted findings to prepare and revise material for a research manuscript with the host supervisor.

Research Collaborator | INDRHO, University of Seville **Academic years 2020/21 – 2022/23**

- Contributed to research group activities on healthy, sustainable and inclusive organisations.

SELECTED ACADEMIC PROJECTS

Competency-Based Selection Process Design | Themis Consultores — team academic project

- Led the overall structuring of a selection process for a Provincial Fundraising Manager for NGOs at a company specialising in face-to-face fundraising for NGOs.
- Analysed the role and its requirements, and aligned role-specific and cross-functional competencies with its responsibilities and organisational culture, including the company's mission, vision and values.
- Designed the process sequence: job advertisement and recruitment, initial screening, aptitude and competency assessments, a second screening stage, group exercise, structured one-to-one competency-based interview, and final decision.
- Defined assessment criteria to integrate evidence from each stage and support the final decision and report.

Master's Thesis: Moving Towards a Competency-Based Framework in Public Administration: A Case Study

University of Seville · Awarded Highest Honours (Matrícula de Honor) · based on the same organisational case as the CONSIDERA placement

- Analysed data collected during the organisational change process and developed a role–competency map to identify employees' training needs.
- Systematised a proposed dictionary of 17 cross-functional competencies and three leadership-specific competencies, with definitions and performance indicators, and designed a leadership competency training intervention.

Inclusive Recruitment and Onboarding | team academic project

- Worked with the team to develop recommendations for adapting the recruitment and onboarding process for a candidate with autism applying for an usher role.
- The proposed process included role-related assessments, including a work-sample exercise based on representative usher tasks, and a structured interview with the candidate's family members or close contacts to identify support needs relevant to workplace integration. It also recommended onboarding measures to support the candidate's integration into the team.

EDUCATION

PhD in Human Resource Psychology. University of Seville and University of Valencia · November 2023 – present. Research on working conditions and well-being in the care sector. Expected completion: January 2027.

Executive Programme in People Analytics & HR Analytics. International University of La Rioja (UNIR) · October 2025 – April 2026. 450 hours · 18 ECTS

Master's degree in Work and Organizational Psychology. University of Seville · October 2021 – July 2023. Extraordinary Award for Academic Achievement.

Bachelor's degree in Psychology. University of Seville · September 2016 – July 2021

ADDITIONAL TRAINING

- IBM SkillsBuild Data Analytics Certificate (60 hours)
- IBM SkillsBuild Power BI Certificate (40 hours)
- SQL for Data Analysis course (30 hours) · in progress

METHODS AND TOOLS

Recruitment and people management: job analysis · competency profiles · structured interview design · multi-method assessment · screening and assessment criteria

Tools: Advanced Excel · Qualtrics · SPSS · Jamovi · Mplus · ATLAS.ti · Power BI · KNIME · SQL (training in progress)

SELECTED PUBLICATION

Peer-reviewed research article published in The Gerontologist, an international journal specialising in gerontology.

Kuradchik-Pekarskaya, V., et al. (2026). **"Antecedents of Well-Being of Home Care Workers: A Mixed-Methods Systematic Review". The Gerontologist,** 66(8), gnag131.

SELECTED PRESENTATION

22nd European Association of Work and Organizational Psychology Congress · Prague · 2025

Oral presentation as first author: "An Explanatory Model of the Well-Being of Home Care Workers: Findings from a Mixed-Methods Review". **LinkedIn Post.**