VERONIKA KURADCHIK PEKARSKAYA

Work and Organizational Psychologist | HR Consulting & Applied Research

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PROFESSIONAL PROFILE

Work and Organizational Psychologist with experience in applied research and HR consulting. I help organizations make better-informed people decisions by combining scientific evidence from work and organizational psychology with employee data and employees' lived experiences to develop recommendations that support business sustainability. My experience includes collecting and analyzing data through surveys and focus groups, conducting job and competency analyses, and interpreting findings to develop practical recommendations and intervention plans. I have specialized training in HR and People Analytics.

CORE COMPETENCIES

Job analysis and job descriptions · job profiles and competency frameworks · survey design and adaptation · quantitative and qualitative research · workforce data analysis · working conditions and employee well-being assessment · interpretation of findings · report writing and recommendations · competency-based selection · HR consulting

LANGUAGES

Spanish (native) · Russian (fluent) · English (fluent, C1, Cambridge English: Advanced)

PROFESSIONAL EXPERIENCE

UNIVERSITY OF SEVILLE | **Organizational Psychology Researcher** **Dec 2023 – Dec 2025**

- Participated in Work Package 4 (WP4) of a European research and innovation project on working conditions, risk and protective factors, and well-being among care professionals, with fieldwork across six countries (**Care4Care: We care for those who care**).
- Supported survey preparation and administration and fieldwork combining a general survey, weekly questionnaires over four weeks, and focus groups.
- Held primary technical responsibility for preparing, analyzing, and interpreting quantitative data using SPSS, Mplus, and Jamovi. Analyses included descriptive and inferential statistics and longitudinal analyses.
- Contributed to qualitative analysis and integration of quantitative and qualitative findings to produce reports and practical conclusions.
- Co-authored project deliverables D4.2, D4.3, and D4.4, which summarize findings and recommendations for the sector.

CONSIDERA S. L. | **HR Consulting Intern** (paid internship) **Oct 2022 – Jan 2023**

- Participated in an HR assessment project to design a competency-based model for talent acquisition, development, and retention.
- Helped develop a job analysis questionnaire and organize employee responses to prepare job profile documents.
- Developed job profile documents for assigned roles and participated in their review and validation with the organization.
- Prepared draft competency dictionary entries and summaries of competencies in the job profiles; participated in validation sessions and documented changes and needs raised by employees.
- Contributed to diagnostic reports and improvement proposals, as well as materials supporting competency-based selection.

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

- Reviewed scientific literature on measuring selected variables in questionnaires to inform their wording in a research project.
- Prepared a scientifically grounded report based on the literature review.

ADDITIONAL APPLIED EXPERIENCE

Official School of Psychology of Western Andalusia (COPAO) · Organizational Psychology Volunteer, PREVICUIDA Project (Nov 2025 – May 2026)

- Contributed to a **web-based initiative** to assess psychosocial risks in home-care work, including the assessment scope, risk-profile logic, and related recommendations.

University of Florence · Visiting PhD Researcher, Erasmus+ Traineeship (Oct–Dec 2025)

- Analyzed psychosocial working conditions and well-being data in the care sector and interpreted findings to prepare and review manuscript materials with the host supervisor.

SELECTED PROJECTS

Master's Thesis: Advancing a Competency-Based Management Model in Public Administration: A Case Study
Master's Degree in Work and Organizational Psychology · University of Seville

- Developed a role-level competency map and a needs-based training proposal using job analysis findings and survey data on the relevance of competencies by role.
- Designed a leadership competency training proposal. Received a grade of Matrícula de Honor (highest honors).

NovaData Insights: Workforce Turnover Analysis and Talent Retention Strategy
Team academic project · Executive Program in People Analytics & HR Analytics, UNIR · simulated data

- Played a key analytical and technical role in a Power BI and KNIME workforce turnover analysis project using simulated HR data.
- Conducted descriptive analyses of turnover and employee experience, statistical association analyses, scenario-based cost estimates, and exploratory comparisons of classification models.

ORGANIZATIONAL NETWORK ANALYSIS (ONA)
Individual academic project

- Analyzed relational data from an academic case using Python, pandas, NetworkX, and Gephi, distinguishing positive and negative ties and examining reciprocity.
- Translated observed patterns into potential organizational development actions while accounting for limitations in the case and data.

EDUCATION

PhD in Human Resource Psychology (in progress). University of Seville and University of Valencia · Nov 2023 – Present**.** Doctoral research on working conditions and well-being in the care sector. Expected completion: Jan 2027.

Executive Program in People Analytics & HR Analytics. International University of La Rioja (UNIR) · Oct 2025 – Apr 2026**.** 450 hours, 18 ECTS.

Master's Degree in Work and Organizational Psychology. University of Seville · Oct 2021 – Jul 2023**.** University of Seville Extraordinary Award for Academic Achievement.

Bachelor's Degree in Psychology. University of Seville · Sep 2016 – Jul 2021.

ADDITIONAL TRAINING & CERTIFICATIONS

IBM SkillsBuild Courses: Data Analytics (60 hours, 2026) · Power BI (40 hours, 2025) · Excel for Data Management and Automation (10 hours, 2026) · Introduction to Artificial Intelligence (10 hours, 2026)

SQL Training in Progress (Udemy): The Complete SQL Bootcamp (30 Hours): Go from Zero to Hero

TOOLS & METHODS

Data Analytics & BI: Power BI, DAX, KNIME, Excel, SQL (in progress)

Statistics & Research: SPSS, Jamovi, Mplus, Qualtrics, ATLAS.ti

Network Analysis: Gephi, Python, pandas, NetworkX

Methods: descriptive and inferential statistics · regression · ANOVA · reliability analysis · longitudinal and repeated-measures analysis · survey analysis · qualitative analysis · evidence synthesis and interpretation.

SELECTED PUBLICATION

Mixed-methods systematic review on well-being among home-care professionals, published after peer review in The Gerontologist, a high-impact gerontology journal:

- Kuradchik-Pekarskaya, V., et al. (2026). “Antecedents of Well-Being of Home Care Workers: A Mixed-Methods Systematic Review”. The Gerontologist, 66(8), gnag131. **https://doi.org/10.1093/geront/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.**