DAVE BARTRAM

(SHL Group, United Kingdom).

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Dave Bartram is Research Director for SHL Group plc. Prior to his appointment with SHL in 1998, he was Dean of the Faculty of Science and the Environment, and Professor of Psychology in the Department of Psychology at the University of Hull. He is a Chartered Occupational Psychologist, Fellow of the British Psychological Society (BPS), and a Fellow of the Ergonomics Society. He gained his first degree and doctorate from Sussex University, where he carried out research in the area of cognition.

Since joining SHL he has focused on the development of a hierarchical evidence-based competency framework that has been designed to integrate measures of competency potential and actual competencies. From this framework has come the construct of the 'Great Eight' competencies, which have been used as the basis for an extensive meta-analysis of the relationship between ability, personality and competencies. His most recent work has been in the area of leadership and the development of SHL's Corporate Leadership Model. The model provides a basis for integrating information about potential, actual competencies and leadership impact within an organizational contextual framework, and caters for assessment at individual, team and organization-wide levels.

He has worked as a consultant with a range of national and international organisations both in the UK and abroad, specialising in the design, implementation and validation of assessment procedures and personnel selection systems at all levels. He developed the MICROPAT computerised pilot aptitude testing system for the Ministry of Defence in the 1980s. This is now in use by two of the world's major international airlines. He also designed and developed one of the first commercial PC-based computer delivery systems (SCREENTEST) for NFER-Nelson in the mid 1980s. His specialist areas are psychometrics, computer-based testing and Internet assessment systems.

He has been a member of various UK Departments for Education and Employment (DfEE) Advisory Groups concerned with occupational assessment. He has conducted a number of national surveys and audits relating to selection and employment practice in the UK, and has advised DfEE, NCVQ and others on issues relating to the assurance of quality and effectiveness in the assessment of National Vocational Qualifications (NVQs). He was a member of the Qualifications and Curriculum Authority's (QCA) Committee on Vocational Qualifications and Occupational Standards.

He was also an invited member of the Qualifications and Curriculum Authority's World Class Tests Advisory Group and an independent member of Defence Sciences Advisory Committee's (DSAC) Human Sciences and Technology Sub-Committee of the Chemical, Biological and Human Technologies Board, Ministry of Defence. He was the Cabinet Office's external auditor and advisor to their Customer Consortium for the Civil Service Administrative Fast Stream recruitment process until 1998.

He led the BPS Occupational Standards Project for a number of years and was instrumental in the adoption of a standards-based approach to professional competence by the Society. More recently, he supported the 5SC consultancy team who worked with the BPS on implementation of the standards into a range of areas, including qualification routes and continuing professional development. He currently represents the BPS on a Leonardo project on the development of a European Diploma in Psychology. In addition to chairing the BPS Consultative Working Group on occupational standards in applied psychology, Dave has been a member of BPS Council and a member of the Membership and Qualifications Board.

He is immediate Past-President of the International Test Commission (ITC) and is leading two ITC projects: one on International Guidelines for Test Use and the other (with Dr Iain Coyne) on Guidelines for Computer-based Testing and the Internet. He has sat on the British Psychological Society's Steering Committee on Test Standards (SCTS) in a variety of roles (ordinary member, co-opted member, and international liaison) since its inception. He is currently Chair of this Committee.

He also Chairs the European Federation of Psychologists Association's Standing Committee on Tests and Testing. He was responsible for the production of the European Test Review criteria for the EFPA Committee and was the 'architect' of the new BPS Psychological Testing Centre in the UK. He is currently leading a European project on the development of test user standards.

He is President-Elect of the International Association of Applied Psychology's Division 2 (Measurement and Assessment).

He is the author of several hundred scientific journal articles, papers in conference proceedings and book chapters in a range of areas relating to psychometric testing, computer-based testing, occupational standards, occupational assessment and occupational competence.

He received the award for Distinguished Contributions to Professional Psychology from the BPS in 2004.