

FERNANDO J. PONS

1. **License** in Psychology. University of Valencia.
2. **Diploma of Advanced Studies (DEA) in Social Psychology and Organizational Psychology.** University of Valencia. **Master in Human Resources Management and Organization.** Superior School of Commercial Investigation. Valencia (ESIC).
3. **Position in the University:** Part time Associate Professor of Work and Organizational Psychology in Dpt. of Social Psychology. University of Valencia.
4. **Teaching experience in Working and Organizational Psychology:**

- **Pre-graduate teaching:** Organizational Psychology (2002/03), Audit in Human Systems (2003/04 and 2004/05), Theories and Techniques of Negotiation (2003/04). University of Valencia.
- **Post-graduate teaching:** Master in Human Resources Management (Spanish Official Association of Psychologists - University Miguel Hernández) Analysis and development of Job Descriptions, Human Resources Strategic Planning, Selection Processes, H.R Politics, Human Resources Consultancy (2000, 2001, 2002, 2003, 2004)

5. Research:

- Member of the Research Unit on Work and Organizational Psychology of the University of Valencia.

6. Professional activity:

Work experience in Human Resources Department:

- **H.R. and Quality Consultant - Consultoría Forpax;** Personal selection, Job description analysis, Analysis of processes, Studies of the working environment, Teacher of H.R., Quality Studies and Directive Abilities areas.
- **Responsible of Selection Area – Caixa Popular CCV;** Planning and execution of the recruitment processes and selection of the entity, Design of tests and scales in

psychometrics tests, Design and implementation of selection system for competences, Administration of internal and external training.

- **Responsible for Consultancy and Selection - Fundación Anant;** Development of the H.R function. for small and medium companies, Analysis of the company's necessities and personal selection, Design and planning of the personal training, Tutorship and evaluation of the employees evolution and working development, Careers Evaluation and Planning.

- **Human Resources Manager - Grupo INGLOB@;** Design and implementation of H.R politics, Administration, labour Relationships with unions, H.R Department Planning, Implementation of the Prevention Law in Labour Risks, Design of internal communication structures and systems.

- **Human Resources Manager –Artisan/artikel;** Development and Organization of the H.R Department, Design of the organizational structure, Settlement of the company's culture, communication systems Implementation, Evaluation and Control of the employees evolution, Administration of the quality and Team-improvement, Development of family protocol and succession plan.

Work experience in Consultancy

- **Terra Mítica:** Management and control of the administration processes of psychometrics tests to 22.000 candidates.
- **Bancaja:** Management of an improvement program for commercial agents' abilities.
- **City council of Burjasot and Paterna:** Collaboration like expert in the Argos Project (formation and employment)

Work experience in Formation

- **Valenciana Federation of Municipalities and Counties:** Evaluation of working positions
- **Chamber of Commerce of Valencia, Orihuela and Alicante:** Human Resources Management.
- **Telefónica:** Directive Abilities and of administration. Emotional intelligence in the company.

- **Federation Valenciana of Trade:** Quality applied to the trade: Customer Relationship Management.
- **UTECO-FECOAV:** Technical of team working techniques
- **Caixa Popular:** Theories of the Motivation.
- **Foundation Pascual Tomás:** Management abilities for intermediate controls.
- **FOREM:** Information and attention to the public: Quality of service.