

**Cecilia Hoyos Ortega**

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## Personal Information

Date of birth: 25th May 1982 (Albacete, Spain)

Nationality: Spanish

Driving license

## Desired employment / Occupational field

MSc. in Psychology specialised in Work, Organizational and Personnel Psychology, Experienced in recruitment and selection, training, team development, advice on organizational processes and descriptive and inference research.

## Personal skills and Competences

During my professional career and training I have developed many competences not only in the professional field of the Organizational Psychology and Human Resources but also in the research area, assessing the quality of the work performed. Among the basic competences, we could highlight the self-management, communication, information and time management. I would enhance the continuous personal development, the quality of the interventions, the professional strategy and the professional relationships.

## Education

**2009-2011 WOP-P European Master on Work, Organizational and personnel Psychology**

Universitat de Valencia

Training in professional competences in the organizational area during two years full time. Training in applied and research area.

**2005-2007 Advanced Studies Certificate on Traffic Psychology and road safety**

Universitat de Valencia

Researcher of Traffic Psychology and Road safety. Theory/practice training

**2005-2006 Pedagogic Competence Certificate**

Universitat de Valencia

Teaching certificate. Pedagogic subjects with theory/practice training.

**2000-2005 MSc. in Psychology (5 year degree)**

Universitat de Valencia

General subjects in all areas of Psychology with theory/practice training.

## Professional Experience

**2011- 2011 Deloitte (Montevideo, Uruguay)** (<http://www.deloitte.com>)

Tasks developed within the organizational development area, training courses design, outdoor training design and selection. Teaching of training courses, proposals elaboration and organizational activities design. Team leader.

**2011-2011 Inpsicon LTDA. (Barranquilla, Colombia)** (<http://www.inpsicon.com>)

Tasks: management of organizational assessment projects, proposals preparation, plans of action design, organizational diagnosis, reports elaboration, surveys design, research data analysis.

**2009-2010 Concepto Sociológico (Albacete, España)** (<http://www.conceptosociologico.com>)

Freelance worker developing tasks such as research data interpretation, and reports elaboration. Continuous development of competences due to the different subjects of the studies.

**2009-2010 Proam S. L. (Albacete, España)**

Freelance worker developing tasks such as research data interpretation to elaborate reports.

**2005-2009 Universitat de Valencia (Valencia, España)**

Institute of traffic INTRAS (<http://www.uv.es/intras/eng/index.wiki>)

Tasks: Advising and development of solutions for both public and private organizations in the fields of transport, mobility and road safety at local, national, European or international level. Management of training, training itself, training material elaboration, selection (HHRR), data analysis, surveys, research studies preparation among others.

## Teaching experience

**Course on competences management in the Psychology degree**

Universidad del Norte (Barranquilla, Colombia)

Tasks: training material elaboration and teaching (12 h)

**Course on sensibilization and safety road re-education. Audience: driving instructors**

Dirección general de Tráfico y Universitat de Valencia

Tasks: Management, material preparation and teaching (200 h).

**Course on sensibilization and safety road re-education. Audience: Psychology specialists**

Dirección general de Tráfico y Universitat de Valencia

Tasks: Management, material preparation and teaching (90 h).

**Course on danger merchandise driving. Audience: drivers**

Asociación Valenciana de Autoescuelas (A.V.A.E.)

Tasks: Management, material preparation and teaching (90 h).

**Course on safety road education. Audience: Policemen**

Diputación de Valencia

Tasks: Management, material preparation and teaching (8 h).

## **Course on Driving License based on average: Implications for the Police**

Diputación de Valencia

Tasks: Management, material preparation and teaching (8 h).

## **Course on theory of the psychology applied to road safety and education teachers.**

Driving Academy Consulting S. L.

Tasks: Management, material preparation and teaching (20 h).

## **Other information**

### **Seminars and Congresses**

**Congress:** XXXIII Congreso Interamericano de Psicología (CIP) (Medellín, Colombia, 26-30 junio 2011)

**Article:** “Formación en competencias profesionales en el mundo académico: caso del Máster WOP-P”.

**Authors:** Hoyos, C, González, C., Botero, M. y Peiró, J. M.

**Congress:** 15th EAWOP conference (European Association of Work and Organizational Psychology) (25– 28 May 2011, Maastricht, The Netherlands)

**Article:** “Does team affective climate influence leader’s affective tone? The moderating role of climate strength and leaders’ emotional comparison on the reciprocal relationships”.

**Authors:** Hoyos Ortega, C, Hernández Baeza, González-Romá, V.

**Congress:** VII Congreso Iberoamericano de Psicología (Oviedo, 20- 24 julio 2010)

**Article:** La formación en investigación en el Máster en Psicología del Trabajo, las Organizaciones y los Recursos Humanos (WOP-P)

**Authors:** Hoyos Ortega, C., González Mota, C., Barón Jaramillo, P., Saavedra Castillo, J., Meyer Kisiliuk, D. y García Blanco, S.

**Congress:** VII Congreso Iberoamericano de Psicología (Oviedo, 20- 24 julio 2010)

**Article:** Competencias profesionales en el Máster en Psicología del Trabajo, las Organizaciones y los Recursos Humanos (WOP-P)

**Authors:** González Mota, C., Hoyos Ortega, C., Escobar Sánchez, E., López de Castro Urra, B., Moreno Jaén, A. y Jamboos Miranda, K.

**Congress:** 4th International Conference on Traffic & Transport Psychology (Washington DC (USA), 2008)

**Article:** “Risk perception of the children before the traffic signals”

**Authors:** Lloret Catalá, M. C.; Hoyos Ortega, C.; Llorenç Palau, A.

### **Languages**

**English:** Basic Level (in training)

**French:** Intermediate Level

**Spanish:** Mother tongue

### **Computer skills and competences**

**Advanced level (user software):** Windows, Microsoft Office, Internet, Photoshop

**Advanced level (professional software):** Statistics software: SPSS, DIANE3, LISREL 8.80