

SALVADOR CARBONELL

1. License in Psychology

2. **Position in the University:** Part time Associate Professor of Work and Organizational Psychology in Dpt. of Social Psychology. University of Valencia.

3. Teaching experience in Work and Organizational Psychology:

- Human System Auditory, (2004-2005)
- Work Social Psychology, (2004-2005)

4. Professional activity:

-1968 *Banco Popular. Valencia. Administrative functions.*

-1968 *Banco de Vizcaya. Valencia . Administrative functions.*

-1975/86 *Banco de Vizcaya. Personnel department in Regional Direction. Valencia:*

Training Department. Technician of training. Creation and development of training courses about administrative processes and commercial issues.

Personnel Management Department. Technician of management. Internal and external selection, evaluation of professional potentials. Management of staff.

Chief of the Department of Training and Personnel management. Person in charge for the processes of Management (Selection, evaluations, potentials, etc).

-1987/88 *BANCO DE VIZCAYA. PERSONNEL DEPARTMENT HEADQUARTERS. MADRID.*

Selection of graduates candidates for the Central Units. Person in charge for the new professionals careers system.

-1988/89 *BANCO BILBAO VIZCAYA. PERSONNEL DEPARTMENT HEADQUARTERS. MADRID.*

After the merges, national coordinator of the new model of administration and personnel management, for the new bank.

1989/91 *CAJA DE AHORROS DE VALENCIA. PERSONNEL DEPARTMENT. VALENCIA.*

Person in charge for the Pacification and Development of Human Resources area. The most relevant works were: selection systems, a new wage system for executives, performance evaluation. Labour costs politics. Benefits plans systems. Executives' training on management skills.

-1991/92 *BANCAJA. HUMAN RESOURCES DEPARTMENT. VALENCIA*

Person in charge for the Department of Managerial Development. The most important functions were the management of specialized groups like executives, graduates and chiefs with potential. Person in charge for programmes of Culture and Change in the Organization in a context of mergers among institutions.

-1992/98 BANCO EXTERIOR DE ESPAÑA. SUPPORT UNIT DIRECTOR IN REGIONAL DIRECTION OF VALENCIA.

The Unit was comprised by Human Resources, Organization, Computers, Security, Buildings, Countable Control, etc. It was attending to approximately 100 Offices and 600 persons.

The principal functions were the processes of internal and external selection, the functional restructuring of employees, the cultural changes in the organization, in addition to the adjustments of the office network and the staff, the physical renewal of the Office network and the starting of control panel in order to eliminate countable, administrative or personal inefficiencies.

Member of the Committee of Regional Direction.

-1998-2000 ARGENTARIA. SUPPORT AND RESOURCES UNIT DIRECTOR IN THE REGIONAL DIRECTION. VALENCIA

With competences in Human Resources, Organization, Computers, Security, Buildings, Countable Control that was working to give service to 200 Offices and a thousand persons, roughly.

The challenge was consisting of achieving a harmonic integration of three historical entities that formed Argentaria, in a new organization completely different from original. My field of work was referring to the persons' integration, offices and systems.

Member of the Committee of Direction Regional Direction

-2000/03 BANCO BILBAO VIZCAYA ARGENTARIA. SUPPORT DIRECTION. VALENCIA

Director of the Direction of Regional Administration with competences in Organization, Buildings, Security, Cash, Countable Control, Costs, Efficiency, Telematic Services,

Maintenance, etc. With competences on 650 Offices and 4.500 persons, roughly.

The principal functions were orientated to the processes of integration of staff and offices, to the systems unification, with special attention to the problems of cultural integration.

Member of the Committees of Direction of two Territorial Directions on which he was attending (Valencia and Alicante).