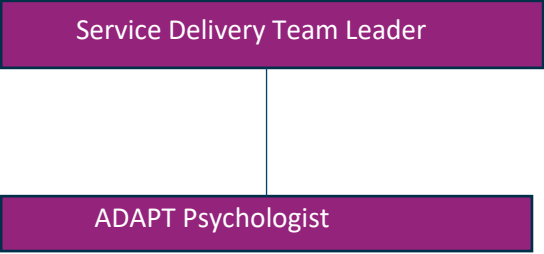


## Job Description – ADAPT Psychologist

JOB TITLE	ADAPT Psychologist
RESPONSIBLE TO	Service Delivery Team Leader
DIVISION/LOCATION	Symbiotics Ltd, Worcester
HOURS OF WORK	37.5 hours per week, Monday to Friday but may be more if required. Will include global travel involving extended hours on a regular basis.
POSITION SUMMARY	Full time position within Symbiotics, supporting the development of the psychology team and growth of the assessment and selection business
POSITION IN STRUCTURE	 <pre> graph TD     A[Service Delivery Team Leader] --- B[ADAPT Psychologist] </pre>
KEY COMPETENCIES	<p>Teamwork – being able to work with team members and associates</p> <p>Achieving Results – having an ability to deliver accurate and timely results when working under pressure</p> <p>Analytical Thinking – being able to interpret complex and detailed data</p> <p>Communication – being able to communicate clearly and logically in any verbal or written contact with our customers</p> <p>Conduct – will act in a professional and mature way in all dealings with colleagues and clients, adhering to the BPS Code of Ethics and Conduct</p> <p>Planning and Organising – will have excellent attention to detail</p> <p>Technical Expertise – will possess good IT skills (MS Office – Word, Excel and Outlook)</p>

<p><b>MAIN DUTIES AND RESPONSIBILITIES</b></p>	<p>In addition to the functions detailed below, employees are required to carry out such other duties as may reasonably be required. In addition, key objectives and targets will be set/established and agreed on appointment.</p> <p><b>ADAPT:</b> ADAPT is the name of a suite of tools and systems for the Assessment, Development and Performance Testing of personnel to be deployed in high stress roles and environments. The product is built upon established and verified Occupational and Behavioural Psychological testing models, methodologies and algorithms, and has been in operation for over 20 years and used in the testing and assessment of more than 15,000 candidates.</p> <p>The ADAPT system has been adopted by numerous national and regional airlines across the world as well as by highly successful low cost airlines such as EasyJet and also by global pilot training organisations such as CAE as their standard pilot aptitude and development assessment tools.</p> <p>The ADAPT system and process is available in a wide spectrum of configurations and complexities to suit a client’s needs. The two principal forms of ADAPT are ADAPT online and Full ADAPT, where in each case the specific needs of the client will be reflected in the configuration of the system solution used. With ADAPT online, the client’s staff (or candidates) access the system remotely via a computer. With Full ADAPT the client’s staff (or candidates) either visit the Symbiotics testing facility in Worcester or utilise a dedicated testing facility that Symbiotics have supplied to the client on a permanent or temporary basis.</p> <p>In addition, Symbiotics has a training capability which can conduct all training activities from analysis through to delivery.</p> <p>Although the job is based in Worcester, a significant amount of global travel is required in order to deliver solutions on clients’ premises.</p>
<p><b>JOB PURPOSE</b></p>	<p>To apply your knowledge of occupational psychology to assist in providing design and delivery of our solutions that meet the needs of our clients. To conduct interviews for Full ADAPT (Aviation and bluelight) and Skype candidates To contribute to business development activities To take an active role in the design and delivery of high quality products and services. To develop a deep understanding of ADAPT and its potential applications To help deliver value add consultancy services to clients, such as role profiling, competency analysis and any others as required.</p>

<p><b>CANDIDATE REQUIREMENTS</b></p>	<p>Although this is not solely an office based role, Symbiotics is very much a team oriented business and establishing and maintaining a close working relationship with the office team is essential.</p> <p>Specific background and experience:</p> <p><b>Essential</b></p> <ul style="list-style-type: none"> <li>○ Hold a BPS accredited MSc in Occupational Psychology.</li> <li>○ Hold TUO-A and TUO-P</li> <li>○ Have experience in delivery of assessment processes</li> <li>○ Ability to travel abroad</li> </ul> <p>Desirable</p> <ul style="list-style-type: none"> <li>○ Although not essential, experience of assessment product design would be an advantage.</li> </ul> <p><b>Required Personal Attributes:</b></p> <ul style="list-style-type: none"> <li>○ Strong written and oral communication skills.</li> <li>○ Good at building and maintaining client relationships.</li> <li>○ Able to work well in a small team</li> <li>○ Ability to make sound decisions within well-defined procedures and practices.</li> <li>○ A self-starter who is able to work independently when required.</li> <li>○ A problem solver who thinks creatively.</li> </ul> <p>Other</p> <p>Training in the use of the company specific IT systems will be provided but it will be taken for granted that the successful candidate will be fully competent in the use of MS Office and related packages.</p>
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