

Trainings

Valuable blend of I'

by **Angela McCarthy**

Postgraduate study offers university leavers a range of specialised job options

Psychology – the study of the human mind and behaviour – leads to many careers but postgraduate study is usually required for specific psychology roles. The University of Auckland is one of seven New Zealand universities offering psychology at undergraduate and postgraduate level.

To enter a second year, first-year psychology science students need to do well in two prerequisites: individual, social and applied psychology, and mind, brain and behaviour. They then must pass three stage-two psychology courses and a stage-one statistics course to enroll at stage three.

Courses include perception and cognition, biopsychology, theories of personality and development, neuroscience, research methods, work and organisational psychology and lifespan development.

Undergraduate study emphasises research skills, critical thinking, and communication. Postgraduate study deepens knowledge and is usually conducted through seminars.

Students wanting to become registered psychologists must do a postgraduate diploma internship programme.

The Graduate

Cameron Beazley

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Consultant Psychologist/Account

Manager at Talent Technologies

Graduated 2008 with Master of Science

Salary: \$35,000 — \$45,000

I work at Talent Technologies as an account manager/psychology consultant. A lot of psychology graduates are finding it hard to get work at the moment so I was lucky to get full-time employment.

When I first started I did mainly psychometric report writing. Now I'm an account manager with a portfolio of clients, providing support with psychometric testing for recruit-



Cameron Beazley uses statistical analysis skills in a recruitment role.

Picture / Ted Baghurst

ment and some talent-development work. About 70 per cent of my time I interact by phone and email but I also meet candidates to assess and give feedback, and meet clients to present findings. Account management also involves sales and developing relationships with clients.

T and psychology skills

Master of Science (Psychology)

Contact: University of Auckland, (09) 373 7599 ext: 88199 or 0800 616 263; studentinfo@auckland.ac.nz; www.auckland.ac.nz

Entry Requirements: Undergraduate — NCEA UE (or equivalent) plus 150 points. Postgraduate — undergraduate degree with specific grade-point average requirements.

Tuition fees: Undergraduate domestic \$4784-\$5686; international \$26,000. Postgraduate \$6259-\$7250; international \$30,600.

Application deadline: Early December

My strengths are in analysis, research and development. I enjoy building psychometric assessments, which streamline the recruitment process by giving clients more focused assessments. This is particularly useful for clients that might have hundreds of applicants for a role.

At university I enrolled in subjects such as biology, chemistry, computer science and psychology. I specialised in psychology in my third year. Then I did a postgraduate diploma in applied behaviour analysis.

I worked for a year as a behaviour analyst with children with autism. After a year I started my masters de-

gree, specialising in experimental behaviour analysis which involves lots of maths, modelling and quantitative theoretical science.

I also did a postgraduate diploma in industrial and organisational psychology, which led me into Talent Technologies' graduate programme.

At university I learned a lot about how people behave. I also learned to become a discerning consumer of research and evidence.

Postgraduate study is competitive. There were only 16 places in my first postgraduate diploma. But it is essential if you want employment in the area of psychology. You also need

good grades and to be active in the professional community.

I attended a lot of seminars during my second postgraduate diploma and it really helped my understanding of the industry.

Looking ahead, I'm considering either an internship to become a registered organisational psychologist or a PhD. I'm interested in researching use of immersive virtual environments and dynamic micro-worlds to measure behavioural tendencies and complex problem-solving abilities. I'm also interested in relationships between people's actual behavioural tendencies, work performance and personality.

Of the 14 in my industrial and organisational postgraduate year, six to eight are employed in either HR or industrial organisational psychology.

The Employer

Anne Fulton
Director of Talent Technologies

We provide talent-management solutions, onboarding and talent-

management software.

An account manager needs exceptional client-consulting skills and the ability to understand client business drivers and advise on best practice solutions to staff recruitment and development. They also need to have strong statistical analysis skills.

Cam's combination of IT and psychology skills has been particularly valuable to our business in that we are able to customise assessments to enhance their predictive power.

Most psychology graduates have reasonable Excel skills but Cam's ability to programme is particularly valuable. IT and psychology is an unusual combination but I see it as the future.

Our graduate-mentoring programme creates a great network of graduates and keeps us up to date with the latest research in our field. We take 12 graduates over a nine-month period. We provide personal mentors, monthly seminar sessions and a chance to attend client functions.

Many become contractors with us when they finish their theses.