



[Apply here](#)

Start date

Flexible within the next six months

Duration

6 months

Languages

Good spoken and written English levels are required (B2 onwards)

Location

Belfast, Northern Ireland

Belfast is the capital city of Northern Ireland and over recent years has seen a period of significant regeneration and growth. The birthplace of the Titanic, this vibrant city has a buzzing nightlife and social scene with many cultural events taking place throughout the year. Close to beautiful countryside and the famous Giant's Causeway, Belfast has something to suit all tastes.

Are you eligible?

Are you a registered student?
Or

Are you eligible to participate in the Erasmus+ programme?

Benefits

See website for details of all ESPA benefits. For all internships over 6 months, additional benefits will be paid. Details available at interview.

Role

This is a fantastic opportunity for an enthusiastic student of psychology, big data or business intelligence to gain a unique experience within the HR technology solutions field. Mentored throughout, you will work alongside Client Services and the host company's Psych resource teams, in the collection, analysis, and presentation of data, for the purpose of publication in both client manuals and scientific journals. This is an experience not to be missed, for both your personal and professional development and a great addition to your CV.

Tasks

- Carry out comprehensive psychological research literature reviews, applying the variables in the psychometric assessments
- Develop robust project plans to trial and develop tests
- Sequence documents for sound sampling frameworks and prepare approval protocols for wide ranging stakeholders
- Collect databases containing normative data using SPSS that reflect the diverse range of occupations, roles and positions at all levels, across a wide range of business and industry
- Provide support for new and innovative tests, test formats, and delivery modes that reflect the competency model across the range of organisations, roles, functions and tasks
- Analyse published data including technical results from customer manuals and scientific journals.

Personal Skills

- Data science, mathematics, Psychology or any other with strong analytics and numeracy skills
- Strong analytical skills
- Good presentation skills
- Knowledge of SQL, Data Analytics, Visualisation or Process Improvement tools/techniques
- Knowledge of SPSS an advantage, but not essential; training will be provided

The Host Company

The Company designs, develops, builds and hosts HR technology solutions to optimise the employee lifecycle such as Talent Attraction, Recruitment, Employee and Executive Development. Their latest platform and associated technology modules have been designed to gather, process and analyse various HR data sets. These data sets, when brought together with payroll, time & attendance and performance data, allow an organisation to investigate core HR processes.