MSc/Postgraduate Diploma
Distance Learning Courses in
Occupational Psychology
Psychology of Work
I found the MSc in Psychology of Work, challenging but very rewarding. The content of the course was related to my work and the opportunity to study by distance learning was a major advantage for me as this suited my preferred learning style. The support, advice and guidance I received from my tutor at Leicester was invaluable.

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Welcome to Leicester

We believe that our world changing research produces high-quality teaching – and will inspire you to go further.

At Leicester we consider education and knowledge to be a power for good. We aim to push boundaries and discover ways to improve and change the world for the better.

But this is also about you. We know our work is better in a shared academic community that includes you. Where you’re coming from and your personal and professional journey up to this point will have given you your own particular areas of expertise and unique perspectives. Your experience, energy and willingness to ask the difficult questions benefits you and us.

Message from the Course Director

Thank you for considering one of the courses on offer at the Department of Neuroscience, Psychology and Behaviour at the University of Leicester.

We see our teaching role as providing postgraduate and professional training of the highest possible quality in the field of occupational psychology. To this end, we believe that it is necessary for us to develop courses that have two main characteristics. First, they need to inform students about the most important and up-to-date theory, research and practice; second, our courses need to provide an appreciation of how research can be applied to help resolve real-life problems in organisations.

The courses provided by the Department are informed and enriched by the research, consultancy and professional activities of its staff. Members of the Department are involved in leading edge research and apply that research in a variety of organisational settings. We have considerable experience of teaching in occupational psychology through both distance learning and campus-based courses. In addition, the University has considerable experience in providing highly successful distance learning courses in numerous disciplines. The University’s wide experience has assisted the development of distance learning in this Department, in particular the development and use of online, collaborative learning technology. Our courses make significant use of our online teaching and learning system for communication and course activities. This provides you with an interesting, enjoyable, lively and interactive learning environment. You are able to communicate and collaborate with peers, and can access extensive support from the course team.

Our distance learning courses are designed to provide you with the highest quality training in occupational psychology.

We hope that you find this brochure helpful and informative. If you have any further queries or require any other information about the Department or its courses, then do not hesitate to contact us or visit our website at the link below.

www2.le.ac.uk/departments/psychology/postgraduate

Dr Catherine Steele
Director of Occupational Psychology
Why Study Occupational Psychology at Leicester?

The Department of Neuroscience, Psychology and Behaviour is one of the longest established University Psychology Departments in the UK.

Our research spans the major fields of psychology, you will be taught by those leading cutting-edge developments in your field.

We are involved in research across a range of topics in applied psychology and we have excellent links with local, national and international organisations.

You will be taught by experienced practitioners in the field of Occupational Psychology who will provide a wide range of experience and expertise to support you.

Our vibrant and friendly learning environment is highly valued by both staff and students. As a distance learning student you will be a member of a lively and supportive online teaching and learning environment, where you will be able to communicate with staff and fellow students.

The University has a large postgraduate community, with nearly half our students studying at postgraduate level.

We also have significant experience in delivering distance learning courses.

We have therefore developed and delivered our courses with the specific needs of distance learning students in mind. To this end, our online teaching and learning environment is supported by a range of interactive activities, podcasts and online course material. The aim is to provide you with all the best elements of a campus-based course (and more) but with the flexible delivery of distance learning.

Our distance learning routes enable you to tailor your study around your other commitments. They also ensure you can apply your new knowledge and skills directly into your workplace. You also have the flexibility to choose when and where you study. Our courses are also available to students working with disabilities. An extensive range of accessibility services and resources are available from our AccessAbility Centre for students with dyslexia and other specific learning difficulties, disabilities and long term conditions.
About the Courses

Aims and Objectives

• To **equip** students with a sound knowledge and understanding of a broad range of topics in occupational psychology, including an appreciation of theory and research.

• To **enable** students to apply occupational psychology methodologies to solve real-life problems in organisations.

• To **introduce** core psychological theories, illustrated with the latest research and examples of practice.

• To **learn** how to identify when psychological theories and research can be of benefit to organisations.

• To **challenge** students to link theory and research to practical intervention.

• To **engage** students with issues of practice.

• The course has a **strong applied focus** that allows its students to see the potential for using psychology – either as practitioners, or when engaging the services of consultants.

**MSc Occupational Psychology**

This course is for those students who have a BPS accredited undergraduate psychology degree and may be seeking Chartership as an Occupational Psychologist.

The MSc in Occupational Psychology is **accredited by the British Psychological Society**. The course aims to equip psychology graduates with the necessary knowledge base to move towards becoming a Chartered Occupational Psychologist. This knowledge includes not only the appreciation of theory and fact, but also an awareness of the strengths and limitations of research evidence. In addition to this, the methodologies used by occupational psychologists to gather and interpret evidence are covered. You will engage with issues of practice, through the practical material presented in each module area. You will develop your research skills through the inclusion of case-based assessments.

**MSc/Postgraduate Diploma Psychology of Work**

This course is for those students who have an undergraduate psychology degree which has not been accredited by the BPS. The principle aim of the MSc Psychology of Work is to equip you with a sound knowledge of a broad range of topics in occupational psychology, including an understanding of the role of psychology in work organisations. This knowledge includes the appreciation of theory and current quality research. A particular feature of the course is its emphasis on helping you to see how this knowledge can be applied to the workplace. In addition to this, the course looks at the methodologies used by practicing occupational psychologists when they are analysing and tackling problems in organisations. You will learn how to interpret situations and identify those where psychological expertise can be of benefit to an organisation and its employees.

Having studied for my undergraduate degree at Leicester, I could not have imagined doing my postgraduate studies anywhere else. The MSc in Occupational Psychology by distance learning is a great way to combine your further education with your career. The tutors are supportive and friendly.

See overleaf for the course structure and mode of study.
**Course Structure**

**Start Dates:** October each year  

**Course Duration:** Postgraduate Diploma 18 months, MSc 24 months

The MSc courses require students to undertake seven core modules and complete a dissertation portfolio. For the Postgraduate Diploma you will complete seven core modules. Diploma students have the option of transferring to the MSc Psychology of Work after successful completion of the first three modules.

**Mode of Study**

For all of our courses, you will undertake the following seven core modules. Study for these modules is solely via distance learning, supported by our online interactive teaching and learning environment. The modules are delivered in stages, with each stage lasting approximately twelve weeks. The remainder of the course is reserved for the completion of the dissertation. Students on the MSc courses are also required to complete a 10,000 word dissertation portfolio.

**YEAR ONE**

1. Learning Training and Development  
2. Psychological Assessment at Work  
3. Work Design, Organisational Commitment and Development  
4. Research Methods  
5. Leadership, Engagement and Motivation  
6. Application of Occupational Psychology

**YEAR TWO**

1. Wellbeing at Work  
2. Postgraduate Diploma Award*  
3. Dissertation Portfolio**

*Postgraduate Diploma awarded to those student who do not register for the MSc or are unable to proceed to MSc dissertation.

**Dissertation Portfolio only required by those students registered for the MSc degree.

**Visiting Leicester**

Even though you may be studying via distance learning, you are still a University of Leicester student. You will be issued with a university ID card and you are encouraged to make use of the University’s facilities wherever possible.

Each year a three-day residential Course Conference is held at one of the University’s Halls of Residence. The Conference aims to provide key areas of support for your studies and the opportunity to hear esteemed speakers, both academic and practitioner, on areas of occupational psychology. The Conferences are an excellent opportunity to meet staff and fellow students. Attendance is recommended but not compulsory. There is an additional fee for attending this event.

In addition Graduation ceremonies take place in Leicester in January each year. Attendance is optional, but many distance learning students welcome the chance to visit the University, meet fellow graduates and celebrate their success.
Learning and Assessment

Our courses use a process of continuous assessment and there are no formal written examinations. Each of the core modules is assessed through one or two assignments. The assignment deadlines are provided to you at the beginning of the course to enable you to plan around your other commitments. You will receive comprehensive feedback on all of your assignments.

How You Will Learn

Our distance learning courses are specially prepared self-study materials. Course materials are made available to you in electronic form. This allows you to study flexibly in a way that fits around your work and other commitments.

You will be provided with course materials, including course handbook, comprehensive module pack. Module information and support documentation is available online via our virtual learning environment, Blackboard. The information currently available on Blackboard includes:

- Electronic versions of all course-related materials, and printable PDF files
- Searchable online versions of course handbooks and regulations
- Online discussion group giving you the chance to exchange ideas with other students on the course
- Module related podcasts
- Interactive online activities to support your learning
- Electronic submission of assignments
- Links to recent publications and relevant online resources
- Access to the Student Learning Centre study guides

It is essential that you have access to the internet. You will need to make sure that you have regular access to the internet as all distance learning students submit their assignments and receive feedback online. You will be able to access your course material, contact your lecturers and tutors and your fellow students all via the internet.

Supporting Your Studies

Studying via distance learning presents unique challenges and you will need to think about when you are going to study and how regular study time will fit into your life. However, we take the delivery of distance learning very seriously and will make every effort to make the experience enjoyable and rewarding. You are provided with a schedule when you start your programme and key study targets are identified to enable effective time management.

You will also have the opportunity to network with fellow students through the University's virtual learning environment, Blackboard.

You will be assigned a Personal Tutor who will provide academic support throughout your course and you will be allocated a Dissertation Supervisor with whom you will liaise throughout your project work.

You will have full access to world class resources, such as the Leicester Digital Library and the University Learning Development services. They can provide advice on essay writing and study skills. More information about their services can be found by visiting their website: www2.le.ac.uk/offices/ld

Study Commitment

Studying this course by distance learning means you don’t need to take a career break to get ahead. You can study the course at a time that suits you in a location that suits you; it also means that you can start to apply your new knowledge and insights to your working life immediately. For each of the modules we’d recommend students dedicate approximately 14 hours a week, although this does vary from student to student. The Master’s dissertation is an individual piece of research project and will require you to commit time to researching a topic in detail.

We recognise that occasionally there may be unforeseen circumstances that affect your academic study and fitting this around professional and personal commitments can at times be difficult. In such circumstances it may be possible to take a break from your studies. Our support team is available to provide advice if you find you are having difficulties and provide you with the support needed to get your studies back on track.
Core Modules

Learning Training and Development
This module aims to provide students with a description and evaluation of psychological approaches to learning, training and development in the workplace. In particular, it focuses on learning theories, skill acquisition and the organisational and social factors in training and development. The importance of the training cycle, from needs analysis through design, implementation, transfer to evaluation is emphasised. In addition, ways in which training can be organised to bring about effective learning is described and attention is given to psychological research on the role of different training media. Alongside this development is considered by looking at employability, trainability and theories of occupational choice and career development.

Psychological Assessment at Work
This module aims to demonstrate to the student how psychological research has influenced the practice of psychological assessment in the workplace. It introduces the student to the field of psychological assessment at work in general and then covers in detail a number of important areas of research. In particular, reliability, validity, performance criteria and utility. Job analysis, to include competence and compency profiling is also covered and this is examined in relation to pre-selection through to its use in development and change activities. Assessment methods including the interview, assessment centres and situational judgement tests, their strengths and weaknesses, are reviewed, and the role of psychometrics is examined. The module also contains a substantive element on the measurement and evaluation of work performance, choosing assessment methods, and considering bias and equality.

Work Design, Organisational Change and Development
This module aims to illustrate to the student how an understanding of human physical and psychological capabilities should be used in the design of jobs and work environments. The influence of physical capabilities and social systems on safety, risk management and error prevention are also considered. This module aims to increase student knowledge of how psychology can contribute to the understanding of how work organisations function. Traditional psychological approaches in the study of organisational culture, change and communication processes are covered alongside consideration of globalisation and international aspects of the business environment. Finally, consumer and economic psychology are introduced as complementary disciplines relevant to all aspects of work design and organisational change and development.

Leadership and Employee Motivation
This module aims to increase student knowledge of how psychology can contribute to the understanding of motivation and engagement at work. It focuses on theories of motivation, considers the psychological contract and the role of organisational citizenship. Particular emphasis is given to leadership and the way power and influence operate in organisations at a psychological level. The module also examines the psychology of groups and teamwork and considers how counterproductive work behaviours affect these organisational systems.

Wellbeing at Work
This module aims to introduce students to a variety of perspectives on workplace wellbeing. In particular, the topics of diversity, work-life balance and stress at work are covered. The influence of changing employment trends on patterns of employment and associated topics of unemployment and under-employment are also looked at in detail. The need for an understanding of the role of positive psychology is also covered as are the topics of emotion in the workplace and resilience. Occupational health psychology is introduced within the module as a related topic area.

Research Methods
This module aims to introduce students to a variety of research and data analysis methods and techniques that can be used when conducting psychological research, and to their underlying principles. It aims to draw attention to such issues as research validity and reliability, how these issues can be assessed and the inherent trade-offs between different methodologies. It also aims to introduce students to ethics in occupational research. Students will also be introduced to 'big data sets’ and evaluation strategies in practical organisational problems.

Application of Occupational Psychology
This module aims to introduce students to the application of occupational psychology to individual employees and organisations. The module will be assessed across the program with the four assessments being integrated with other module content areas. The content of this module will focus on evidence based practice and supporting students to become scientist practitioners. It will consider the practice of ethics within this discipline and introduce concepts of project management and the consultancy cycle. Students will gain awareness of interview techniques, report writing, presentations, focus groups and giving feedback. This will all be centred around understanding, analysing and responding to client needs.
The format of the materials online is both accessible and well written, and leads you from simple to more complex. The feedback on assignments is detailed, thorough, and useful to inform you ready for the next one.

Masters student 2013 cohort

Empirical Dissertation
(Compulsory for Occupational Psychology Students)

This module aims to develop students’ skills in applying their knowledge of theory to the assessment and solution of problems within organisations. Students are required to identify a topic of particular interest to them, and then to investigate a specific research question in that area through an empirical dissertation.

Dissertation: Literature Review (Optional for Psychology of Work Students in place of Empirical Dissertation)

This module aims to develop students’ skills in applying their knowledge of theory to the assessment and solution of problems within organisations. Students are required to identify a topic of particular interest to them, and then to investigate a specific research question in that area through a literature review.

Occupational Testing

Although this course is not part of the MSc, during your studies you will have the opportunity to achieve your BPS Certificate of Competence in Occupational Testing. These courses carry an additional fee.
The British Psychological Society (BPS)

**Becoming a Chartered Occupational Psychologist**

For psychologists in the UK the BPS can confer the status of chartered psychologist and full member of the division of occupational psychology. The HCPC can confer the status of registered occupational psychologist.

For those seeking this recognition the following steps are required:

1. A qualification that confers the graduate basis for chartered membership of the society. This would typically be from an accredited undergraduate degree in psychology.

2. An appropriate BPS accredited postgraduate qualification. Successful completion of our MSc in Occupational Psychology will satisfy this requirement.

3. A period of supervised professional practice and completion of the BPS Qualification in Occupational Psychology.

Hence, all students taking our MSc Occupational Psychology will have satisfied step 1, successful completion of this MSc will satisfy step 2 and further information on the regarding step 3 can be found on the BPS website. [www.bps.org.uk/careers-educationtraining/how-become-psychologist/types-psychologists/becomingoccupational-psychol](http://www.bps.org.uk/careers-educationtraining/how-become-psychologist/types-psychologists/becomingoccupational-psychol)

**Entry Requirements**

All MSc applicants must have a good honours degree (2:1 or above). In some instances applications from students with a 2:2 and extensive relevant work experience will be considered.

MSc Occupational Psychology students must have a degree in psychology that is recognised by the British Psychological Society as conferring the Graduate Basis for Chartered Membership (GBC).

Applicants are also encouraged to have obtained some relevant work experience, although if you have a good undergraduate degree this is not always essential. Your application should demonstrate that you have reflected on, and gained insights into the relevance of psychology in the workplace from your own professional experience.

**Graduate Basis for Chartered Membership of the British Psychological Society (GBC)**

In order to confirm if your qualifications confer the Graduate Basis for Chartered Membership (GBC) of the BPS, you will need to contact the institution that awarded your qualification and the BPS.

For some degree courses GBC is dependent on the particular combination of modules that you completed, so you may need to provide the BPS with an official transcript of your qualification. It is important not to confuse GBC with membership of the BPS. Some degrees in psychology are sufficient to allow graduates to become members of the BPS but do not confer GBC. The situation is particularly complex for students with non-UK degrees. The BPS recognises some non-UK degrees but not others. If you would like to apply for the MSc in Occupational Psychology but are unsure about the status of your current qualifications, please contact the BPS immediately. It is the responsibility of each applicant to demonstrate their GBC status as part of their application. Please see the BPS website at [www.bps.org.uk](http://www.bps.org.uk) for contact details.

**English Language Requirement**

If your first language is not English you will need to satisfy the University’s English language requirement. For example:

- IELTS 6.5 or
- TOEFL 575 (Paper) plus TWE 4.0, 90 (IBT)

More information about meeting the University’s English requirements can be found at [www.le.ac.uk/englishskills](http://www.le.ac.uk/englishskills)
Finance and How to Apply

Our preferred method of payment is through our secure online payments system but we are also happy to receive payments via cheque, bank transfer and over the phone.

For fuller details on payment methods, instalments payments and payment deadlines please visit our website www2.le.ac.uk/departments/psychology/postgraduate/occupational-psychology/occupational-psychology-home

Payment Options

You will have the option to pay:

1. Your full tuition course fee on initial registration
   or
2. Half of your course fee on initial registration (the final half of your course fee will be due on the anniversary of your initial registration) or
3. Over six instalments over your registration period

How to Apply

To apply visit our website and complete the apply online section on the right of the screen. www2.le.ac.uk/study/postgrad/distance/psychology

Clicking “Apply” will transfer you to our online application portal. You will be required to register as a new user if you have not applied to the university at any stage in the past. You will also be prompted to submit supporting documents as part of your online application form. The documents that we require to assess your application are:

- Your degree transcript;
- Your degree certificate;
- Proof that you meet the university’s English language requirements (if necessary).

You can speak to a member of our dedicated administration team by telephoning us on +44 (0)116 223 1486. They will talk you through the application process and guide you on what steps you will need to take, in order to receive an offer of study.

Application deadlines

Applications for both courses must be received by the first Monday of the month (for example Monday 2 October 2017). We encourage you to apply as soon as possible as there is a limit on the number of places that we can offer.

What happens next?

Once we receive your application and all supporting documents we aim to make a decision about your application within one week.

If your application is successful, confirmation will be sent to you with details about what to do next.

If your application is unsuccessful we will notify you by email.
Section Staff

Dr Catherine Steele, CPsychol
Catherine is the Course Director for the 2 MSc programmes. She is a chartered and HCPC registered occupational psychologist and joined the team in 2012.

Catherine’s research interests are in the area of careers, coaching and employability. Current projects include an international, longitudinal study of postgraduate student career expectations with the Rouen Business School, Paris. Recent publications include articles in the International Journal of Coaching Psychology, Journal of Career Assessment and textbooks on Statistics for psychology students. Her research takes an applied focus and she has conducted projects with the police, fire service and medical professions. Catherine is actively involved with the British Psychological Society and is currently an assessor for the society’s Qualification in Occupational Psychology and a verified assessor for the Test User: Ability Qualification.

Prior to her academic roles Catherine worked as a consultant Occupational Psychologist in the area of executive coaching, development and assessment centres and leadership training. Catherine started her career in a range of roles in human resources for both private and public sector organisations and has a broad range of experience in this area.

Dr Douglas Barrett, BSc, PhD, Lecturer in Occupational Psychology
Doug is an experimental psychologist whose research interests include Human Factors and Cognitive Engineering. He is particularly interested in the way people select and integrate information in different tasks and situations. Doug has used a variety of behavioural and physiological measures (fMRI) to study aspects of perceptual and cognitive performance in occupational and clinical contexts.

His current projects include an investigation of neural plasticity in response to training and an investigation of the factors mediating search efficiency in complex displays.

Both projects use experimental methods to understand human performance in occupational settings and to inform potential developments in the design of human-machine interfaces. Doug is responsible for teaching the Research Methods and Ergonomics modules on the MSc programmes at Leicester.

Dr Kathleen Farrell, BSc, MSc, PhD, CPsychol
Kath is a Chartered and HPC Registered Occupational Psychologist with extensive experience in the design, delivery and evaluation of large scale selection and assessment programmes. She studied for her BSc with the Open University and subsequently completed her MSc (Occupational Psychology) and PhD at the University of Nottingham. Whilst conducting her doctoral research, which focused on message framing within the health domain, Kath worked as part of a larger research group who explored message framing within areas such as health and safety at work.

Since completing her PhD Kath has worked as a research associate on a number of projects relating to selection, assessment, training, development and organisational change. Kath currently combines her role as a part-time Teaching Fellow with her work as an independent consultant, supporting clients across a variety of sectors in the delivery of selection, assessment, and development programmes.
Laura Dean BSc, MSc, SFHEA, MBpSS
Laura completed her BSc with the University of Leeds and after heading up careers services in further and higher education institutions studied for her MSc with Birkbeck, University of London. She has extensive experience in selection and assessment as well as in career management/employability. An active practitioner of occupational psychology she works with organisations on selection systems and in assessing them against the requirements of the Government’s quality standard Customer Service Excellence.

Angie Ingman BSc, MSc, BSc, CPsychol, AFBPSS
Angie is a Chartered Occupational Psychologist with a strong commercial sales background. She began her career in sales before embarking on her psychology degrees with the Open University and the University of Leicester. After working in L&D within The Royal Mail Group, Angie founded Framework Business Consultancy Limited.

Angie has designed and facilitated both recruitment and development assessment centres, identifying rising stars and emerging leaders, using various methodologies in both private and public sectors, in the UK and the Middle East. Within the training arena, Angie has designed and facilitated programmes for a variety of clients and sectors. She has also supported employees through a behavioural change management process, addressing behaviours to improve performance at all levels. She is an executive coach and accredited in both ability and personality testing.

She is based in Nottingham and is a highly regarded consultant. Angie also works as a volunteer within the DOP, supporting members in their career development and she supervises Trainee Occupational Psychologists in attaining their Chartership status.

Dr Daniel Sharples, BSc, MSc, C.Psychol
Daniel Sharples is an applied Occupational Psychologist currently employed by the UK Government as well as an honorary teaching fellow at Leicester University. Daniel is a Chartered Psychologist and Registered Occupational Psychologist with over five year’s experience in the applied field. Daniel has a keen interest in the areas of capability assessment, recruitment, workplace ergonomics, training and behavioural change; all of which form part of his work in the practical field.

Garrett Moran, BA, PGCE, MSc
Garrett has over 25 year’s experience of teaching psychology to A’ level, undergraduate and postgraduate students and has been an Honorary Lecturer at the University of Leicester since 2001. He has been involved with the course since its inception in 2000 and his responsibilities have developed from being a module writer of the original course, an external marker on all of the modules as well as being a conference presenter at annual student conferences. Garrett is also a personal tutor, dissertation supervisor, tutor-practitioner and acts as the departmental ethics officer. His areas of interest include all aspects of occupational psychology but particularly human factors, training and development as well as stress and wellbeing within the educational sector. He has worked with a number of organisations identifying sources of stress and providing intervention frameworks to promote a healthier organisation. His teaching experience has allowed him the cultural understanding to apply research findings to a work environment that are realistic and pragmatic. His work has also involved providing internet resources for publishers of market leading educational textbooks.

Dr Ann Bicknell, C.Psychol, FHEA, Assoc. IEHF
Ann is a Tutor Practitioner on the MSc programme and has valuable experience working for both the Civil Service and in Consultancy, where her roles focused on the ‘People’ aspects of major strategic UK programmes.

Christine Ives
Christine Ives is a Tutor Practitioner on the MSc programme and has extensive experience in selection and assessment as well as in career management/employability. An active practitioner of occupational psychology she works with organisations on selection systems and in assessing them against the requirements of the Government’s quality standard Customer Service Excellence.

Ann’s Doctoral research specialised in the evaluation and transfer of training to support organisational learning. This applied research was co-funded by a UK Police Force and led to a bespoke model for e-learning uptake. Since then, Ann has worked on a number of training consultancy projects and one which won a Queen’s Award for Innovation in Police Training and Development, whilst working with West Mercia Constabulary.

Ann has worked extensively in the UK public sector including Police and Forensic secure services, the Fire Service, Higher Education and has worked independently as the Evaluator for a large Public-Private-Community Partnership for Diversity training as well as undertaking projects for Her Majesty’s Inspectorate of Constabulary and National Police Training.

Ann has also worked in the US and Australia with high-hazard industries to deliver organisational design projects, leadership development and impact metrics for safety. Ann is a BPS verified assessor for the Test User; Ability & Personality Qualification. She has applied research interests in the commercial domain through Hedonics or ‘pleasure in products’ and has worked with a large UK decorating tool manufacturing company to generate consumer insight and innovative product range development through the application of consumer psychology principles.

Christine Ives
Christine Ives is a Tutor Practitioner on the MSc programme and has valuable experience working for both the Civil Service and in Consultancy, where her roles focused on the ‘People’ aspects of major strategic UK programmes.

Christine has an MA Hons Psychology from Aberdeen University, an MSc Information Technology from Loughborough University and is a Chartered member of the IEHF.

Christine built up a Human Factors capability for Atkins Ltd, with a team of Occupational Psychologists, Education and Training analysts, and Human Factors specialists. The capability provided solutions to optimise the design of systems, equipment and jobs. Projects included: Transformation programmes, Systems design and development, Training Needs Analysis, Strategic Workforce Analysis and Safety.
She also worked with Group HR, Executive Directors and Operations Managers to support organisation development and improve Graduate training. Christine then worked in France delivering training to the French public sector and multi-national companies.

Most recently, Christine has worked with the Innovation and Strategic Workforce teams at Health Education East Midlands (HEEM) and has an independent advisory role on their Human Factors programme. She has also supported projects funded by the Academic Health Sciences Network (AHSN) to improve patient safety and develop integrated information management systems for trauma rehabilitation.

**Jane Arthur-McGuire**

Jane Arthur-McGuire is a Chartered Occupational Psychologist and Chartered member of the CIPD. She commenced her career as a HR practitioner working within a number of sectors including Retail, Travel, Education, Mining and most recently within Sport as HR Manager at UK Athletics during the 2012 London Olympics. Since this time Jane has been practicing as an independent consultant partnering with a wide range of organisations to optimise performance through their talent.

As an experienced psychometrician, Jane uses psychometric assessment to identify high potentials and support talent development. Specific talent programmes that Jane has been involved with include leadership development programmes within the sports sector and the NHS. Recently, Jane partnered with a Recruitment Consultancy to design a year-long talent programme designed to identify and develop high potentials and assist a construction industry client with their succession planning.

Jane maintains academic links with Worcester University and University of Derby Corporate in addition to the University of Leicester. Her recent research projects have included an evaluation of the impact of a national leadership development programme for nurses and midwives on behalf of the NHS Leadership Academy, a critical examination of the evidence-based practice of Occupational Psychologists, and evaluation of trainer capabilities within defence roles.

**Fran Cousans**

Fran Cousans is a Teaching Fellow on the MSc programme. She holds an MSc with Distinction in Occupational Psychology from the University of Nottingham, and a First Class BSc in Psychology from the University of Leicester. Having worked as a Consultant and Research Psychologist for Work Psychology Group in Derby, she has expertise in strategic partnering with both public and private sector organisations and multidisciplinary teams. Fran benefits from a wealth of experience in leading high stakes selection and assessment projects, particularly within the UK healthcare sector. Her recent projects include the design and evaluation of the UK Clinical Aptitude Test’s Situational Judgement Test, and a Situational Judgement Test for national selection into Dental Foundation Training.

Fran has a strong academic background, having worked in the University of Nottingham’s Institute of Work, Health and Organisations, as well as holding a research position during her time at Work Psychology Group. Her research interests include the use of selection methods to widen access to healthcare education, and values-based recruitment. She has recently reviewed submissions to the 2016 British Psychological Society’s Division of Occupational Psychology conference, and is currently working in collaboration with editors on a special issue of the Advances in Health Sciences Education journal.
Career Development Service

As a Leicester student you will also be able to make use of the Career Development Service. They are well positioned to offer you guidance and support at any time during your time with us. Their huge range of programmes and awards are specifically designed to help you get ahead in your chosen career.

1. Succeed in Your Studies

If you are returning to education, we know that getting to grips with styles of learning can be a challenge. However it is important if you are going to get the most out of your degree. The Career Development Service provides you with services and resources to help you extend and develop your academic skills through online tools and individually tailored advice.

2. Gain Experience

In a competitive jobs market, having that little bit extra can make the difference. At Leicester you can build on your talents and add to your CV with a number of employability programmes and awards offered by the Career Development Service including the online version of our Leicester Award.

3. Develop Your Career

If you are looking for a change of direction in your working life, the Career Development Service offers a wide selection of one-to-one careers consultations, workshops and webinars covering interview and assessment centre skills, psychometric testing and CVs, covering letters and application forms. Through the Career Development Service events, you can also meet a range of employers and find out directly the career paths that are open to you.
This brochure was published in April 2017. The University of Leicester endeavours to ensure that the content of its prospectus, programme specification, website content and all other materials are complete and accurate. On occasion it may be necessary to make some alterations to particular aspects of a course or module, and where these are minor, for example altering the lecture timetable or location, then we will ensure that you have as much notice as possible of the change to ensure that the disruption to your studies is minimised.

However, in exceptional circumstances it may be necessary for the University to cancel or change a programme or part of the specification more substantially. For example, due to the unavailability of key teaching staff, changes or developments in knowledge or teaching methods, the way in which assessment is carried out, or where a course or part of it is over-subscribed to the extent that the quality of teaching would be affected to the detriment of students. In these circumstances, we will contact you as soon as possible and in any event will give you [30 days] written notice before the relevant change is due to take place. Where this occurs, we will also and in consultation with you, offer you an alternative course or programme (as appropriate) or the opportunity to cancel your contract with the University and obtain a refund of any advance payments that you have made.