

Psychology Career Panel – 11/11/2015

Panellists Biographies

Liane Hawthorne; Head of Client Facing Sales, OPP Ltd

Liane heads up the client facing sales team at OPP Ltd, an Occupational Psychology Consultancy. She started her university career at McGill University (Montreal, Canada) as a major in microbiology. Liane quickly discovered that people not petri dishes were her thing and subsequently switched to a Psychology major. After gaining her BSc., she was ready to go out into the world. But what was she to do? Liane wanted a job that was people focussed. Liane's initial foray into the workplace took her from Financial Market Research, Technology Based Research, and Capital Markets publishing. She soon realised that while all of these roles enabled her to engage with people and learn about what drives their behaviour and motivates them (to buy things, sign contracts and not return your calls) what those companies were offering, didn't add value to peoples' lives or how they enjoyed their work lives. Liane knew she wanted to do something which added value (and positivity) to that process.

So it was by chance that she saw a job advert for OPP (thanks Dr. Kovshoff!). This company was everything she was looking for – people were at the heart of their work, and the tools and services they provided organisations were best of breed and internationally renowned. Liane has been at OPP Ltd. for 13 years now and has worked at all levels of Sales and loves the thrill of meeting a client for the first time, understanding their needs and objectives and supporting them in finding the right solution. Liane is trained in an array of Psychometrics and in 2008 attained her Post Graduate diploma in Executive Coaching from Leeds Beckett University.

Sarah Bruce, Market Research Executive, Marketing Sciences

Sarah received a first class honours degree in Psychology from the University of Huddersfield in 2012. She then went on to complete a Masters degree in Social Statistics in 2012/2013 at the University of Southampton. While studying in Southampton she worked part time in Asda in order to gain some work experience - managing time and working as a team.

Towards the end of her Masters degree Sarah began to look into careers involving research in particular Market Research. She began applying for jobs in preparation for completing university and while still working on her dissertation she was offered a part time position as a Research Executive at Marketing Sciences. For 3 months she worked 3 days a week and spent the rest of the week working on her dissertation. After a busy few months she received both a Masters degree and a full time position as a Market Research Exec. As a market researcher Sarah works on research projects from beginning (liaising with clients / writing questionnaires) through to the end (analysing data / presenting charts and results).

**Dr.Thomas Richardson, Principal Clinical Psychologist (Research Lead),
Mental Health Recovery Team North, Solent NHS Trust**

Thomas Richardson did his Undergraduate psychology degree at Trinity College Dublin, and received his doctorate in Clinical Psychology from the University of Southampton in 2010. He works as Clinical Psychologist in an NHS community mental health team for adults in Portsmouth, using a range of therapeutic approaches. He is also a visiting academic at the University of Southampton and is involved in a number of research projects on debt and mental health, psychological aspects of bipolar disorder and cannabis use and psychosis.

**Morad Margoum, Behavioural & Cognitive Psychotherapist,
Southern Health NHS Foundation Trust**

Morad is an accredited Behavioural and Cognitive Psychotherapist; completing his BSc in Psychology in 2003, he then completed an MSc in Forensic Psychology with the intention of practicing as a clinician. Morad worked in a range on non-psychological roles prior to attaining a Psychological Assistant role within HM prison service and a subsequent post as a 'Forensic Psychologist in Training' within a low-secure Forensic Mental Health service.

In 2010, Morad studied for a Post Graduate Diploma in CBT for Anxiety and Depression he has worked in primary care services since this time and has also co-founded a company which aims to bring CBT applications to mobile technology.

**Karoline Hellmold, HR/Business Psychologist, Fairways Care UK
Ltd**

"I came to the University of Southampton as part of an exchange year with my German University from which I graduated as B.Sc. shortly afterwards in spring 2013. During this time, I had a brief internship in a London Business Psychology Consultancy before attaining my current job locally as HR Administrator.

In this role, I was able to get involved with vast projects in the line of organisational psychology and be highly involved in HR work at the same time. After one year of working full time, I started a Masters degree at Birkbeck, University of London in Occupational Psychology. Here I became engaged with the Business Psychology community and took part in a mentoring programme, networking events and BPS workshops.

My current role includes working on diverse projects concerning the development and improvement of employees and organisations, such as working on 360° feedback processes, employee engagement and change management."

Dr Klair Norman, Educational Psychologist, Portsmouth & Academic Programme tutor, Educational Psychology doctoral training programme, UoS

Dr. Klair Norman is a chartered Educational Psychologist (EP) and an Academic Programme Tutor for the Educational Psychology doctoral training course at the University of Southampton. Before becoming a practitioner psychologist, Klair has worked as both a primary and secondary school teacher and has been a principal of a part-time performing arts academy. In terms of psychology-related qualifications, Klair holds a first class honours degree and a Master's degree in Educational Psychology from the University of Southampton. Her doctoral degree was awarded by UCL and was focussed on the understanding the function and purpose of small, sensori-motor, repetitive behaviours (fidgeting) and the implications of these behaviours for attention, working memory and classroom management.

Over the last 10 years, Klair has worked as a practitioner EP for Southampton City Council. She now works for 2 days a week in Portsmouth (for the Inclusion Department and for a small cluster of schools). On the remaining 3 days, she teaches, supervises and is a personal tutor for Trainee EPs. Key interests include positive psychology, psychological well-being, nurture groups, challenging behaviour, literacy difficulties and attachment theory.