

CARMINE NIEMAN

Industrial Psychologist / Lecturer /
OD and Employee Well-Being Specialist

WORK EXPERIENCE

University of the Free State

2021 - Present

Lecturer

Lecturing, administration, assessment, designing of course material, student support.

University of the Free State

2019 - 2023

Industrial Psychologist / OD & Employee Well-Being Specialist

Personnel Psychology, Talent Management, Performance Management, Organisational Development, Recruitment and Selection, Career Development, Onboarding, Psychometric Assessment, Employee Well-Being, Workshop Development and Presentation, Programme Development and Presentation, Preventative programmes, Career Coaching and Counselling, Psychological counselling and Crisis Intervention

University of the Free State

2015 - 2018

Psychological Counsellor

Short-term counselling, crisis intervention, trauma counselling, career counselling, career development, psychometric assessment, workshop development, workshop presentation, career coaching and personal development coaching

Express Employment Solutions

2014 - 2015

Recruitment Specialist

Recruitment, Talent management, shortlisting, interviewing, headhunting

WORK ACCOMPLISHMENTS

University of the Free State 2020

Champion Women

Selected as a champion woman. A campaign shining a spotlight on women who are making an impact.

University of the Free State 2020

I am Employee Wellness Programme

Developed the I am Employee Wellness Programme. An eight-week registered short learning programme focused on an individual's holistic well-being. www.ufs.ac.za/lam



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Bloemfontein, South Africa

About me

I am an Organisational Development and Employee Well-Being Specialist with 10 years of experience in psychological counselling, 5 years in industrial psychology and more than 3 years of lecturing in higher education.

I am passionate about understanding and elevating people and potential. I believe that every person and organisation have unique strengths and abilities and that it is my responsibility to bring forth and develop them so that employees, students and organisations can achieve their full potential and reach success.

PROFESSIONAL REGISTRATIONS

Industrial Psychologist

HPCSA: PS0145335

Psychological Counsellor

HPCSA: PRC0024392

SKILLS

Employee Well-Being



Workshops



Programme Development



Psychometrics



Organisational Development



Talent Management



Personnel Psychology



Lecturing



CARMINE NIEMAN

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“People are like acorns, which contain within it all the potential to be a magnificent oak tree. People might need nourishment, encouragement, and the light to reach toward, but the oak treeness is already within the person”

(Whitmore, 2002)

Research.

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<http://hdl.handle.net/10394/32297>

Publication.

<https://doi.org/10.1007/s12646-019-00544-9>

More about me.

If I had to use one word to describe my ideal work, it would be "impact". I am dedicated and passionate about making a positive impact on individuals and organisations.

Helping people and organisations be more productive, efficient, engaged and to flourish is my dream and goal. I believe this can be reached by applying theory within practice. Studying both psychology and industrial psychology equipped me to not just understand human behaviour but also assisted me in elevating human and organisational potential.

TRAINING

Psychometric Assessments

Emotional Intelligence Assessment (TEIQue), Aptitude and Ability Assessment (GIA), Leadership Potential Assessment (HPTI), Personality Assessment (PPA), Personality Assessment (16PF), Workplace behavior Assessment (WPI), Aptitude Assessment (DAT), Personality Assessment (JPQ), Values Assessment (VS), Organisational Human Factor Benchmark (OHFB), Wellbeing Indicator, Hogan

Formal Training

North-West University: Counselling Internship	2013
University of the Free State: Industrial Psychology Internship	2019

Other

Conflict Management Workshop, Stress and Lifestyle Workshop, Teambuilding Workshop, Facilitation Skills, Comensa Coaching, Multigenerational Counselling, HIV testing and counselling, Competency-based interview questions, Career Counselling, Presentation skills, ProSci Change Management.

EDUCATION

North-West University M.Com Industrial Psychology	2018
UNISA Honours in Industrial Psychology	2016
UNISA B.Com Industrial Psychology	2014
North-West University Honours in Psychology	2012
North-West University BA Psychology & Sociology	2011

REFERENCES

Mrs Burneline Kaars

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P: 071 670 4433
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Localization Specialist
P : 079 490 8170
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