

CURRICULUM VITAE

of
Neil Bertrand Barnard (Work Psychologist)

1 PERSONAL DETAILS

| | |
|-----------------------|--|
| Title | Dr |
| Name | Neil Bertrand Barnard |
| Highest Qualification | Doctor of Philosophy in Industrial Psychology |
| Current Employment | Senior Lecturer at North-West University, Vanderbijlpark Campus Human Flourishing in Institutions Programme Leader at Optentia Research Unit, NWU |
| Gender | Male |
| Language | English and Afrikaans |
| Contact Number | +27 (0)82 878 6694 |
| E-mail Address | barnard.neil@nwu.ac.za |
| Physical Address | Potchefstroom, North West Province, South Africa, 2531 |

2 ACADEMIC HISTORY

| | | |
|------|--|-----------------------|
| 2023 | Ph.D. Industrial Psychology | North-West University |
| 2015 | M.A. Industrial Psychology | North-West University |
| 2013 | B.A. Honours Industrial Psychology | North-West University |
| 2012 | B.A. Honours Human Resource Management | North-West University |
| 2011 | B.A. Behavioural Sciences | North-West University |

3 PROFESSIONAL REGISTRATIONS

| | | |
|------|--|--|
| 2015 | Psychologist: Independent Practice Industrial Psychology (PS0129500) | Health Professions Council of South Africa |
|------|--|--|

4 CAREER HISTORY

| | | |
|----------------|--|-----------------------------|
| 2024 – current | Senior Lecturer: Industrial Psychology and Human Resource Management | NWU, Vanderbijlpark Campus |
| 2024 – current | Research Programme Leader: Human Flourishing in Institutions | Optentia Research Unit, NWU |
| 2023 | Postdoctoral Researcher & Part-time lecturer: Masters Scientific Reasoning | Optentia Research Unit, NWU |
| 2022 | Part-time lecturer: Honours Psychometrics & Research Methodology | NWU, Vanderbijlpark Campus |
| 2021 | Part-time lecturer: Third-year Psychometrics & Research Methodology | NWU, Vanderbijlpark Campus |
| 2021 – 2023 | Support Clerk: SLP in Research Design (part-time) | Optentia Research Unit. NWU |
| 2016 – current | Industrial Psychologist: Private Practice (Medico-Legal Services) | BlueMotion IOP |
| 2015 – 2016 | Industrial Psychologist: Consultant | Consilia People Solutions |
| 2014 – 2015 | Industrial Psychologist: Internship | Automotive Training Academy |
| 2013 – 2014 | Human Resources Consultant | Automotive Training Academy |

5 TRAINING, WORKSHOPS, AND OTHER CERTIFICATIONS

| | |
|------------------------------|---|
| Scientific Analysis Software | Short Learning Programme in Research Design |
| | The Bifactor ESEM framework |
| | Mplus from scratch |
| | Latent Class Analysis with Mplus |
| | Bayesian for Beginners |
| | Bayesian S.E.M. with Mplus |
| | ATLAS.ti |
| | Structural Equation Modelling in RStudio |
| | Protection of Personal Information: Implications for Researchers |
| | Introduction to Mediation, Moderation, and Conditional Process Analysis |
| | Concept analysis workshop |
| | Qualitative data analysis workshop |
| Psychometrics | PREVUE Psychometrics Accreditation |
| | PREVUE Psychometrics for Careers Accreditation |
| | WAVE Accreditation |
| | Organisational Human Factor Benchmark Accreditation |
| | 16-Personality Factor Accreditation |
| Microsoft software | MS Excel: Beginners |
| | MS Excel: Intermediate |
| | MS Excel: Advanced |

6 RESEARCH SOFTWARE SKILLS

| | |
|------------------------------|----------|
| Scientific Analysis Software | Mplus |
| | JASP |
| | SPSS |
| | JAMOVİ |
| | ATLAS.ti |
| Reference Manager | EndNote |

7 PEER-REVIEWED PUBLICATIONS

| | |
|-----------|---|
| Published | 1. Barnard, N. B., Rothmann, S., De Beer, L. T., & Lubbe, W. (2023). Burnout of emergency nurses in a South African context: The role of job demands and resources, and capabilities. <i>Frontiers in Psychology, 14</i> , 1119063. https://doi.org/10.3389/fpsyg.2023.1119063 |
| | 2. Barnard, N. B., Rothmann, S., De Beer, L. T., & Lubbe, W. (2023). Emergency Nurses' Job Demands-Resources Profiles and Capabilities: Effects on Performance and Intention to Leave. <i>Sustainability, 15</i> (6), 5415. https://doi.org/10.3390/su15065415 |
| | 3. Barnard, N. B., Rothmann, S., De Beer, L. T., & Lubbe, W. (2023). Sustainable Employability of Emergency Nurses: The Effects of Precarious Work and Mental Toughness on Capabilities and Mental Health. <i>Journal of Nursing Management, 2023</i> . https://doi.org/10.1155/2023/8840756 |

8 RESEARCH SUPERVISION

| | | | |
|-------------|----|---|-----------|
| In progress | 1. | SAICA trainees' work capabilities: Effects on psychological conditions and work engagement in a large audit and accounting firm | (Masters) |
| | 2. | Investigating emergency medical services personnel's sustainable employability through job demands-resources profiles, work capabilities, and flourishing at work | (Masters) |
| | 3. | Exploring police officers' experiences of precariousness at work: An external constraint to sustainable employability | (Masters) |
| | 4. | Towards capable work psychology interns: Exploring the experiences of hybrid work environments as an enabling factor | (Masters) |
| | 5. | Investigating Diesel Mechanics' flourishing at work: The role of decent work, capabilities, and grit | (Masters) |
| | 6. | Exploring honours students' sense of belonging: A self-determination theory perspective | (Honours) |
| | 7. | Towards honours students' academic success: Exploring self-efficacy as a personal resource | (Honours) |

9 PEER-REVIEWED CONFERENCES

| | | |
|-----------|----|--|
| Presented | 1. | Barnard, N.B., Rothmann, S., De Beer, L.T., & Lubbe, W. (2023). Towards sustainable employability of emergency nurses: Investigating capability sets and the effect of job demands, job resources, and burnout. [Conference Abstract]. Academy of Management: The 4th International Conference of the HR Division (HRIC23), 31 May – 02 June 2023, Sun City, Rustenburg, South Africa (Presentation) |
| | 2. | Barnard, N.B., Rothmann, S., De Beer, L.T., & Lubbe, W. (2023). Sustainable employability of emergency nurses: The effects of precarious work and mental toughness on capabilities and mental health. [Conference Abstract]. National Humanities Higher Degree Conference (NHHD): 23 – 27 October 2023, Riverside Sun, Vanderbijlpark, Gauteng, South Africa (Poster Presentation) |
| | 3. | Barnard, N.B., & Rothmann, S. (2024). Emergency nurses' job demands-resources profiles and work capabilities: Effects on mental health. [Conference Abstract]. European Conference on Positive Psychology (ECP): 10 – 13 July 2024, Innsbruck, Austria (Poster Presentation) |

10 COURSES DEVELOPED

| | | |
|-----------|----|---|
| Completed | 1. | Online Short Course in Being a Successful Academic Mentee (Launched 01 August 2023) |
|-----------|----|---|

11 ACADEMIC INTERNSHIP SUPERVISION

| | | |
|----------------|----|--|
| In progress | 1. | Kerryn Henning at Shine (01 February 2024 – 31 January 2025) |
| Still to start | 1. | Anieka van Loggerenberg at VKB (2025) |

END

Thank you for taking the time to peruse my curriculum vitae.