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| European  curriculum vitae  format  11 |

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| Personal information |

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| Name |  | **PORK, Mare** Ph.D in Clinical Psychology  Since 1977(NeuroPsychology) |
| Telephone GSM |  | **+372 50 11438** |
| E-mail  skype |  | [**mare@joa.ee**](mailto:mare@joa.ee)  **marepork** |
| Nationality |  | Estonian |

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| Work experience |

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| **•** Dates (from – to) |  | From 1997 to date |
| **•** Name and address of employer |  | HR Consulting Ltd, Kentmanni 21-2, 10116 Tallinn, Estonia |
| **•** Type of business or sector |  | Management trainings, coaching and consulting, individual and couple counselling, assessment of managerial competencies |
| **•** Occupation or position held |  | owner |
| **•** Main activities and responsibilities |  | **Management Training in Organisational Psychology and HumanResourceDevelopment.**  Since 2001 one- year courses for top-managers in Management Psychology and HRD  Open courses for managers of different levels in cooperation with Äripäev Training Centre et al  **Applied Research Projects** – Surveys of Job satisfaction and 360° feedback of managerial  competencies (from 1990-to date over 40 implementations of surveys in International Organisations. Clients are in Finance and banking sector ( Nordea, SEB, Swedbank),Telecommunication sector (Tele2, Elion, EMT, Columbus et al), Industrial sector (Carlsberg, Hilding Baltics, Valio, Kalev, Rakvere Meat et al), state sector (Ministry of Foreign Affairs, Ministry of Economy et al) |
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| **•** Dates (from – to) |  | From 1977 to date |
| **•** Name and address of employer |  | **Tallinn University,** Tallinn, Estonia Narva Road 25 |
| **•** Type of business or sector |  | Academic education |
| **•** Occupation or position held |  | Professor of Clinical Psychology since1993, emeritus since 2011 |
| **•** Main activities and responsibilities |  | *Training and supervision of bachelor and master students in Organisational Psychology and Management topics. Supervised 17 master students mainly in Organisational Psychology. During last 4 years opponent to 3 Doctoral Theses (2 in Tartu Univ., 1 in Tallinn Univ.)*  Teaching Courses of Clinical Psychology, Personnel Search and Assessment, Applied Psychology, Focused Interview Techniques in Assessment of managerial Competencies, Human Sexual Behaviour, Introduction to Couple and Sex Therapy and Counselling, Theories and Practice of Psychological Counselling, Case Studies in Coaching  Applied Research in Organisational Psychology - Research and Implementation of Surveys of Job satisfaction and 360° feedback of managerial competencies   |  |  |  |  | | --- | --- | --- | --- | |  |  |  |  | |  |  |  |  | |  | |  | | |  |  | |

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| **•** Dates (from – to) |  | From 1992 to 1997 |
| **•** Name and address of employer |  | Fontes PMP AS, Tallinn, Estonia |
| **•** Type of business or sector |  | Personnel recruitment and assessment |
| **•** Occupation or position held |  | Head consultant |
| **•** Main activities and responsibilities |  | Executive Search and Selection |

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| **•** Dates (from – to) |  | From 1991 to 2002 (on project-basis) |
| **•** Name and address of employer |  | Estonian Business School, Tallinn, Estonia |
| **•** Type of business or sector |  | Applying HRD theories and techniques |
| **•** Occupation or position held |  | Visiting Trainer |
| **•** Main activities and responsibilities |  | Trainings on different HRM topics |

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| **•** Dates (from – to) |  | From 1994-2002 (on project-basis) |
| **•** Name and address of employer |  | Professional School of Psychology of Estonia |
| **•** Type of business or sector |  | Psychotherapy and counselling |
| **•** Occupation or position held |  | Trainer and supervisor |
| **•** Main activities and responsibilities |  | Practical Skills of interviewing, crisis intervention and psychotherapeutic treatment |

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| Education and training |

**COVERED WITH CERTIFICATES AND DIPLOMAS**

From 2009 – TraumaTherapy EMDR 2 years courses with supervison

Certificate of Traumatherapy of EMDR in 2010

From 2000 to date - courses on different practices in Psychotherapy

Crisis Intervention, Emotion Focused et al Therapies

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| • Dates (from – to) |  | From 1971 to 1977 |
| • Name and type of organisation providing education and training |  | Moscow University, Moscow, USSR / Russia |
| • Title of qualification awarded |  | Ph.D. in Clinical Psychology (Thesis in NeuroPsychology – Local Brain Lesions and Higher Cortical Functions) |
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| • Dates (from – to) |  | From 1968 to 1971 |
| • Name and type of organisation providing education and training |  | Tartu University, Estonia |
| • Title of qualification awarded |  | BA of Psychology |
|  |  | From 2004 |
| • Name and type of organisation providing education and training |  | Nordic Association of Clinical Sexology |
| • Principal subjects/occupational  skills covered |  | Couple Therapy and Counselling |
| • Title of qualification awarded |  | Certified Specialist in Clinical Sexology |

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| • Dates (from – to) |  | From 1991 to 1997 |
| • Name and type of organisation providing education and training |  | Helsinki Psychotherapeutic Association |
| • Principal subjects/occupational  skills covered |  | Swedish-Finnish advanced training program in Psychoanalytic Psychotherapy according to European standards of IPA |
| • Title of qualification awarded |  | Psychoanalytic Psychotherapist Advanced level |

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| Personal skills  and competences  *Acquired in the course of life and career but not necessarily covered by formal certificates and diplomas*. |

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| Mother tongue |  | **estonian** |

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| Other languages |

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|  |  | **English** | **Russian** | **Finnish** |  |
| **•** Reading skills |  | Excellent | Excellent | Excellent |  |
| **•** Writing skills |  | Excellent | Excellent | Satisfactory |  |
| **•** Verbal skills |  | Excellent | Excellent | Good |  |

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| Social skills  and competences  *Living and working with other people, in multicultural environments, in positions where communication is important and situations where teamwork is essential (for example culture and sports), etc.* |  | Scholarships in United Kingdom – Nottingham Univ. (1,5 months), US (1 month), Russia (6 years). At present I provide training on topics of cultural sensitivity in multicultural environments  (public courses for managers of multinational organisations, for students at Tallinn Univ.)  Working as a psychotherapist and counselor I have clients, who are citizens of US, Finland, Sweden, Russia) |

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| Technical skills  and competences  *With computers, specific kinds of equipment, machinery, etc.* |  | Teaching Experience using active methods, energizers, teambuilding etc  Translating and interpreting from English to Russian and vv. |

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| Artistic skills  and competences  *Music, writing, design, etc*. |  | Presentations (incl. show-elements) at different management conferences  Popular speaker at conferences in Estonia and Baltics  **35 Presentations** during **2004-2013** on Estonian and International **Conferences** |