

PERSONAL INFORMATION

Andreea Butucescu

 Bucuresti (Romania) 0737 458 611

Sex Female | Date of birth 28 Nov 1984 | Nationality Romanian

WORK EXPERIENCE

Jan 2017- present

Assistant professor

Faculty of Psychology and Educational Sciences, University of Bucharest (Romania)

Methodology

Assessment and Evaluation

Jan 2012–present

Consultant external

42 Romania, The Approved SHL Distributor, Bucurest (Romania)

Conducting assessment projects for middle and top management for various industries Using SHL Assessment and Evaluation methodology

Performing interviews with candidates in order to assess competencies Client and candidate management

2007–Present

Psychologist

Independent Practice Psychologist Butucescu Andreea

Psychological evaluation, testing and counselling

2012–2013

Research collaborator

CQ Institute

Conducting analysis of research, reviewing literature, assisting in writing the text scientific publications

2009–2012

Psychologist

Ovidius University

Educational and Psychological Counselling, research

2007–2012

Organizational psychologist

2X1 Holding Cape Midia Shipyard

Psychological evaluation, personnel selection

EDUCATION AND TRAINING

2015–Present

Ph.D Student in Psychology

2012

Certificate of Occupational Testing - Training – Level A

SHL Training Academy

- 2012 Certificate of Personality & Ability Assessment – Course
SHL Training Academy
- 2012 Certificate in Training & Assessment Centre Design - Course
SHL Training Academy
- 2008–2012 Master Degree in Psychology - Complex psychodiagnosis of personality
Ovidius University, Faculty of Psychology and Educational Sciences
Advanced Theories of Personality, Research methodology and advanced statistics, Theoretical and methodological bases of the construction and adaptation of tests, Theoretical and methodological foundations of psycho-metrics, Occupational psychodiagnostic, Alternative Techniques psycho-diagnostic, etc.
- 2008–2012 Integrative psychotherapist
Romanian Institute for Integrative Psychotherapy
- 2008–2012 Hypnotherapist
Romanian Association of Clinical Hypnosis, Relaxation and Ericksonian Therapy
- 2007 Accredited practitioner in Work and Organizational Psychology
- 2007 Accredited practitioner in Psychology of Transport
- 2006–2007 Training in Neuro-Linguistic Programming (Start + Intensive)
Master Mind
- 2003–2007 Bachelor's degree in psychology
Ovidius University, Faculty of Psychology and Educational Sciences

PERSONAL SKILLS

Mother tongue(s) Romanian

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C1	C1	B2	B2	B2
French	B2	A2	A2	A2	A2

Levels: A1 and A2: Basic user - B1 and B2: Independent user - C1 and C2: Proficient user
[Common European Framework of Reference for Languages](http://www.cerl.eu)

ADDITIONAL INFORMATION

Programs/ National projects

Constantinescu P.-M., Butucescu, A. & Opariuc, C. (2012) Modern research in psychotherapy; main directions and new trends - Psychology Magazine. Special needs Pedagogy. Social work, 26(1), 1-9 .

Butucescu, A. (2012, July) Romanian Translation and Cultural Adaptation of the Dutch Work Addiction Scale. Presented at the 8th Conference of the International Test Commission, Amsterdam.

Uscatescu, L.-C., Cocia, R.I., Butucescu, A., Rusu, A. & Giosan, C. (2012, July) The Romanian validation of the High-K Strategy Scale: preliminary results. Presented at the 8th Conference of the International Test Commission, Amsterdam.

Butucescu, A., Iliescu, D. (2012) The 8th Conference of the International Test Commission, Amsterdam, 3-5 July. Psychology of Human Resources, 10 (2), scientific event

Butucescu, A. (2012 –workshop) Task-Analysis-Tools (TAToo) – Design stages of a complete and rigorous job analysis. Presented at the National Conference of the Industrial and Organizational Psychology Association

Butucescu, A. (2012) - Anna Koch & Karl Westhoff Task-Analysis-Tools (TAToo) - Step-by-Step Support for Successful Job and Work Analysis, Psychology of Human Resources, 11 (1), scientific review

Butucescu, A. (2012) - Gerard P. Hodgkinson & J. Kevin Ford, International Review of Industrial and Organizational 2012, Volume 27, Wiley –Blackwell, 231 p., Psychology of Human Resources, 10 (1), scientific review

Stevens, M. J., Constantinescu, P.-M., & Butucescu, A. (2011). Aspirations and well-being in Romanian and U.S. undergraduates. International Journal of Psychology, 46, 436-445. doi:10.1080/00207594.2011.565344.

Stevens, M. J., Constantinescu, P.-M., Ion, C. B., Uscatescu L., & Butucescu, A. (2011, Mai) The Romanian Satisfaction With Life Scale: preliminary adaptation of an instrument for clinical and non-clinical use. Paper presented at Conference on modern research in psychology: Directions and perspectives, Sibiu, Romania.

Stevens, M. J., Constantinescu, P.-M., Lavinia, U., Ion, C. B. & Butucescu, A. (2011, July) The Romanian CES-D scale: a promising instrument for clinical and non-clinical use. Paper presented at European Congress of Psychology, Istanbul, Turkey.

Stevens, M. J., Constantinescu P.-M., Butucescu, A. & Sandu, C. G. (2011, October) The Romanian Satisfaction With Life Scale: adaptation of an instrument for clinical and non-clinical use. Paper presented at NCNP Seminar in Neuropsychopharmacology, Moldova

Sintion, F., Martin, N., Butucescu, A. & Dedu, E. (2011, April) Study of the psychological profile of the council officer. Presented at the National Conference of the Industrial and Organizational Psychology Association.

Dragu, A., Butucescu, A.. (2010). The profile of the psychology



Butucescu, A., Uscatescu, C. (2013) A first step towards assessing workaholism in the Romanian work environment with Dutch Work Addiction Scale (DUWAS): PRELIMINARY RESULTS. *Psychology of Human Resources*, 11(1), 17-33

Stevens, M. J., Constantinescu, P.-M., Lavinia, U., Ion, C. B., Butucescu, A. & Sandu C.G. (2013) The Romanian CES-D scale: preliminary validation of an instrument for clinical and non-clinical use. *International Journal of Education and Psychology in the Community* 3(1), 7-21.

Brazdau, O., Constantinescu, P.-M, Constantinescu, I., Butucescu, A, Sbircea R. (2013) Consciousness Quotient Inventory Improvement: Qualitative Study Using Cognitive Interviewing Approach. *Elsevier Procedia - Social and Behavioral Sciences*, 78, 425 – 430, DOI information: 10.1016/j.sbspro.2013.04.324

Stevens, M. J., Constantinescu, P.-M., Lambru, I., Butucescu, A., Sandu, C. G., & Uscatescu, L. (2012). Romanian adaptation of the Satisfaction With Life Scale. *Journal of Psychological and Educational Research*, 20, 17-33.

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Butucescu, A., & Iliescu, D. (2019). It was unfair! Should I appeal? The Moderating Role of Agreeableness and Neuroticism between Fairness Perceptions in Assessment and Intention to Appeal. DOI: 10.1080/10508422.2019.1620609

Butucescu, A., & Iliescu, D. (2019). Patterns of change in fairness perceptions during the hiring process: A conceptual replication in a controlled context. *Int J Select Assess.* 1–6. <https://doi.org/10.1111/ijsa.12227>

Iliescu D., Butucescu A. (2019) Mediation and Conciliation in Collective Labor Conflicts in Romania. In: Euwema M., Medina F., Garcia A., Pender E. (eds) *Mediation in Collective Labor Conflicts. Industrial Relations & Conflict Management.* Springer, Cham.

Butucescu, A. & Iliescu, D. (2018). Un model dinamic al percepției corectitudinii procesului de evaluare. In V.P. Glaveanu & A. Chiracu (coord.) *Studii de psihologia educatiei. Volumul unei generatii* (pp. 107-119). Bucuresti: Editura Universitara.

Butac, L., Butucescu A. (2018). Mobbing-ul în organizații: Cauze și efecte, metode și tehnici de evaluare. In C. Roșca & D. Ionescu (Eds.), *Psihologie organizațională aplicată [Applied Organizational Psychology]* (pp. 76-94). București: Editura Universitară.

Butucescu, A., Zanfirescu, A. S., & Iliescu, D. (2017). Construct validity of the IWP Multi-Affect Indicator scale in Romanian work environment. *Psihologia Resurselor Umane*, 15(1), 42-55.

Zanfirescu, A. S., Butucescu, A. & Iliescu, D. (2017). Empirical exploration of the circumplex model and subjective well-being on employees. *Psihologia Resurselor Umane*, 15(2), 126-139.

Opariuc, C.D, Grigoras. M., Butucescu, A, Sirbu, A, & Dumbrava, A. (2017). Methods of differential item functioning. *Psihologia Resurselor Umane*, 15(2), 139-149.

Butucescu, A., Iliescu D, Ilie, A. (2016). Theory of Cognitive Appraisal coping mechanisms. In Sulea C. & Iliescu D. (Ed.), *Theories and Models in Occupational Health Psychology*, (pp. 103-143). Timi Diacritic Publishing.

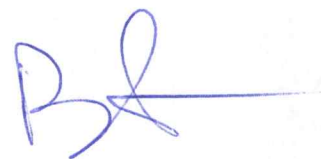
Zanfirescu, Ș. A., Butucescu, A. (2016). Big Five personality traits and employees' job crafting behavior: Staying engaged and performing well, European Conference on Personality, Timisoara, 19-23 July.

Butucescu, A. (2015). Indigenous personality questionnaires (ABCD-M, Big Five Plus, DECAS). In Iliescu D. & Sulea C. *Handbook of Psychological Assessment of Personality.* (pp. 270-288). Bucharest: Polirom Publishing.

Butucescu, A. (2016). Variation in forecasting accuracy for emotional valence and intensity: the role of personality traits (preliminary results), European Conference on Personality, Timisoara, 19-23 July.

Butucescu, A., Vercellino, D. (2015). Big Five Adjectives, BFA. In Iliescu D. & Sulea C. *Handbook of Psychological Assessment of Personality.* (pp. 353-389). Bucharest: Polirom Publishing.





- 2011–2012 Institutional Expert
Romanian Tracer Study: University Graduates and Labor Market, project coordinator
UEFISCSU - Executive Unit for Financing Higher Education and Scientific Research
- 2010–2011 Institutional Assistant
Romanian Tracer Study: University Graduates and Labor Market, project coordinator
UEFISCSU - Executive Unit for Financing Higher Education and Scientific Research
- 2009 Internal Assessor
Quality assurance in the Romanian higher education in European context.
Development of academic quality management at system and institutional level,
project coordinator ARACIS- The Romanian Agency for Quality Assurance in Higher
Education

Awards

- 2016 The European Association of Personality Psychology (EAPP)
scholarship for early career researchers
- 2014 International Test Commission scholarship for psychological research
- 2011 (in collaboration) Award for the scientific research findings
from National Research Council (CNCS), Minister of Education
and Science, [http://www.cncs-uefiscdi.ro/wp-
content/uploads/2011/07/lista_20august_rezultate.pdf](http://www.cncs-uefiscdi.ro/wp-content/uploads/2011/07/lista_20august_rezultate.pdf)
- 2010 Certificate of Merit for the professional activity of new graduates.
Awarded by the Faculty of Psychology and Educational
Sciences, Ovidius University

**Membership in
professional associations**

- 2013 – present Secretary of the APIO (Romanian Association for Work /
Industrial Psychology)
- 2007 Member of the Romanian College of Psychologists
- 2007 Romanian Institute for Integrative Psychotherapy
- 2007 Member of the Romanian Association of Clinical Hypnosis, Relaxation
and Ericksonian Therapy

**Scientific
activity**

- 2018 Editorial Chef of Studia Doctoralia
2018 Reviewer for International Journal of Selection and
Assessment
- 2015 Reviewer for the Journal of Occupational and
Organizational Psychology
- 2012 - present Member on the editorial board of Human Resources Psychology
- 2010 - 2011 Member on the editorial board of The Black Sea Journal
of Psychology

student. Presented at the National Conference of the Psychology, Iasi, Romania.

Butucescu, A., Dedu, E., Martin, N., & Sintion, F. (2010). Contributions to the psychological profile of the council officer. Presented at the National Conference of the Psychology, Iasi, Romania.

Martin, N., Butucescu, A. (2010). Towards a task-based virtual experimental paradigm used in the study of psychological compensation. Paper presented at the International Conference on Psychology, Venus, Romania.

Martin, N., Butucescu, A. (2010). Study of the psychometric characteristics of the NEO PI-R in a local sample. Paper presented at the International Conference on Psychology, Venus, Romania.

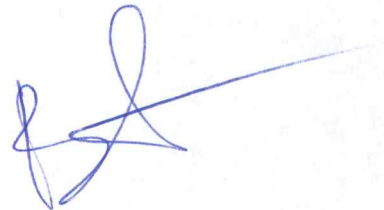
Butucescu, A. (2010). – Iulia Ciorbea- The personality of the therapist and the therapeutic process , Ed.Polirom, Iasi, 2010, 411p in The Black Sea Journal of Psychology, 1 (2), scientific review

Butucescu, A. (2010). The 5th Ed. of National Conference of the Psychology, The Black Sea Journal of Psychology, 1 (2), scientific event

Martin, N., Butucescu, A., Rosoiu, R., & Raftu, Gh. (2009). Career path identification of Psychology graduates, one year after graduation. Papers volume- Conference of the Career Counselor Association 1 (1), pp. 535-548.

Butucescu, A., Martin, N. (2008) Workaholism - a new dysfunction of the Romanian working force. Presented at the National Conference of the Psychology, Timisoara, Romania.

Martin, N., Butucescu, A. (2008). Barnum effect or subjective validity. Presented at the National Conference of the Psychology, Timisoara, Romania.



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