



Summer Studentship with FX Consultants

FX Consultants is a Human Resources consulting business with an emphasis on the use of evidence-based practice. Most of our work is with medium sized businesses requiring integrated organisational review, design and development help. We have particular expertise in developing systems for recruitment, performance management and talent management. We also provide surveys and other diagnostic tools.

Each summer we provide a studentship, typically to post-grads, providing the opportunity to work on relevant projects.

We advertise to our clients the opportunity to have the summer student work on a project for them, for free. This work is supervised by FXC:

- The client gets free and high quality work
- FXC gets good PR, and potential job leads
- The student gets work experience (some of which can be used in practical assignments), and introductions to valuable networks

The student also gets to work on a range of dull admin tasks for FXC.

Previous students have worked on designing a web page to advertise internal career development opportunities for staff, a survey of middle managers' work stress, remuneration for project managers, designing interview guides to select consultants. They all have all gone on to win good jobs.

This year we are offering one studentship, for around 10 weeks over December-February, to a value of \$5,000.

The process:

- Applications in by Friday 19 November (to stewart@fxc.co.nz)
- Appointment in late November – so we can promote the service to clients
- Work from some time in December, through to February, with a break over Xmas-New Year

Studentship Rules

1. The Award will be known as the FX Consultants Summer Studentship.
2. The Studentship is for research based around I-O Psychology topics.

3. Applications will be accepted from any level of study. However, the project focus of the Studentship would lend it to applications from those who have (at least) completed the requirements of a Bachelors degree and who have already studied or practised research skills.
4. Applicants must submit a brief CV, including referees.
5. Candidates for the Studentship must be New Zealand citizens or permanent residents.
6. Applications will be assessed on their academic performance and potential consulting skills (this is likely to include psychometric assessment).
7. As a condition of the Studentship, FX Consultants requires that all projects be written up in standard report format.
8. The Studentship of \$5,000 will be paid in two instalments to the successful candidate. The first instalment of \$3,000 will normally be paid in December of the year of application, while the second instalment will normally be paid early in February of the following year after completion of all reports.
9. FX Consultants may terminate a Studentship at any time and recoup any funds disbursed if it is not satisfied that the holder is performing in terms of project completion or is otherwise not complying with the conditions governing the Studentship.

FX Consultants' tasks (draft)

1. Prepare CV using FXC format.
2. Coordinate email promotion of 'Free HR' offer to FXC clients.
3. Develop competency model for Intern I-O Psych, and review candidate against model.
4. Develop wellness assessment tool for males and females from existing Excel outline.
5. Review work values and work values assessment literature.
6. Review Extreme Event data, review literature on exercise and develop and test hypotheses around personality and exercise.