

Ruth Sandford-Smith C Psychol

Associate Consultant



Ruth has over 10 years experience as an occupational psychologist working in the public, private, and charitable sectors. She works predominantly as a trainer and coach, specialising in assessment, development and managing diversity.

Ruth joined Irving & Irving as an associate in 2007.

Experience

Prior to pursuing a career in psychology Ruth lived and worked overseas teaching English as a foreign language. Having graduated with an MSc in Occupational Psychology, Ruth began her career as a psychologist with the Employment Service and Department for Education and Skills where she worked on a number of key assessment projects. From here Ruth joined Pearn Kandola, where she worked with a diverse client base, specialising in the areas of Assessment, Development and Managing Diversity.

Ruth has worked as a freelance consultant since 2001. Her work has included the design of a blended learning assessor training programme, and assessor and interviewer training workshops for clients in the automotive, FMCG and utilities sectors.

Notable assignments include:

- Assessing, managing the assessment process and training and coaching other assessors in support of the Government's FastTrack Teaching Programme
- Strategic and operational support for a large charity to address equality and diversity issues. This involved supporting the HR Director, working with the senior management team, and designing and delivering training to approximately 300 managers.
- Development centre and ongoing coaching support for managers of an international aerospace and defence company

Education, Training & Affiliations

Ruth studied Natural Science & Education before being awarded a Master's degree in Occupational Psychology from the University of Nottingham in 1998. She is a Chartered and Registered Psychologist, a member of the British Psychological Society and its Special Group in Coaching Psychology. She is also a member of the Association of Business Psychologists. Ruth holds the Certificate of Competence in Occupational Testing (Level A and Level B) and is qualified to use a number of leading psychometric ability and personality measures including 16PF, OPQ and Wave.

Working with Ruth

Ruth is a dedicated consultant, recognised for her warmth, integrity and true passion for delivering high quality solutions. She enjoys working as part of a team and is concerned always to support ethical workplace practice. She works hard to understand others' needs and perspectives, and is described by clients as adaptable, well-organised and conscientious.

To learn more contact **Katie Johns** (Director) T: +44 (0)1604 458 743 E: Katie@irvingandirving.com