

Delia Virgă

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February 10, 2019

Prof. Ion Dafinoiu
Head of Romanian College of Psychologists
Bucharest

Dear prof. Dafinoiu:

I am writing to express my strong interest in the position of representant of RCP in Standing committee on Work and Organizational Psychology of EFPA. I am full Professor in the Psychology Department of the West University of Timișoara; I am also a principal psychologist in Work and Organisational Psychology and member in committee of Work, Services and Traffic Psychology of RCP.

I have extensive experience as a lecturer/teacher on topics such as research methods, organizational psychology, and occupational health psychology - all essential topics within any psychology curriculum, from 1998. Moreover, since 2010 I have been the director of the Master's in Work, Organizational and Traffic Psychology of the Psychology department. Note that I have "hands-on" experience as a trainer, consultant and managing partner of a consulting firm (2000-2010) and in my own psychological cabinet (2010 - present) - this surely be appreciated by my students. This makes me a true 'scientist-practitioner,' and this is a very important and fruitful combination in the field of Work and Organizational Psychology.

In terms of research, I have published on topics related to the W & O Psychology field, such as personal resources, job search behavior, employability, work-life balance, work engagement, and burnout. I have obtained several grants, including a prestigious Erasmus grant. I also managed to attract several research grants (2 international grants and 3 national grants), which proves that I am able to develop a productive research line with the potential for future growth. Apart from publishing in national outlets, a sizeable part of my publications has appeared in well-established international scientific journals. Importantly, I have built a network of several well-known international experts on these topics, as demonstrated in my publications with professors Toon Taris and Wilmar Schaufeli (Utrecht University, The Netherlands), Eva Cifre (Jaume I University, Spain), and Hans de Witte (Leuven University, Belgium). The topics on which I published hold considerable promise for the future and my network will certainly help in developing my interests further.

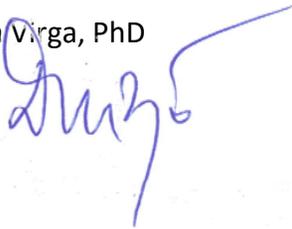
At present I head the Department of Psychology (since 2015) and I have been the President of the Romanian Association of Organizational and Industrial Psychologists (APIO, 2015-2017), I have held several editorships (e.g., I have been on the Editorial Board of the *Romanian Journal of*

Applied Psychology since 2006, and I have been editor-in-chief on *Human Resources Psychology* between 2011-2014), and have co-organized several national and international scientific conferences (for example, I was member of the Scientific Committee of the 2016 edition of the European Conference in Personality Psychology). Clearly, I am both willing and able to be taking on management responsibility at all levels and both within and outside my own group. As a member of the committee of Work, Services and Traffic Psychology of RCP, I worked a lot to elaborate the documentation related to W&O Psychology, such us the competencies and professional standards for supervisor's activity.

I believe my experience, communication skills, and interpersonal abilities would make me a strong fit for this position.

Sincerely,

Delia Virga, PhD

A handwritten signature in blue ink, appearing to read 'Delia Virga', with a long horizontal stroke extending to the right.

