

# Dr. PAUL ENGLERT

Managing Director, OPRA Asia



## Areas of Expertise:

- Talent Assessment
- Predictive Modeling
- Psychometric Research
- Executive Coaching

## ABOUT Dr. PAUL ENGLERT

Dr. Paul Englert is the Singapore-based founder and Director of OPRA Consulting Group, a company that works with businesses to help recruit, develop, and retain high performing staff through customised HR solutions, HR analytics and psychology applied to work. Dr. Paul has more than 20 years experience working with predictive models and has been involved in a myriad of projects evaluating HR interventions, and assessing ROI for the likes of training investments, health & safety programmes and various selection techniques.

## QUALIFICATIONS

Doctorate in Philosophy

## RELEVANT EXPERIENCES

### ● Key Projects

- **Management Turnaround.** In 2010, Paul assumed the role of CEO of Recruit Advantage by major shareholder News Ltd. to turnaround the company to realize their investment. Paul delivered a maiden profit to News Ltd. from Recruit Advantage's history of losses and successfully structured a management buy-out in 2012.
- **Psychometrics Research.** Paul received a Doctorate in Philosophy from Victoria University of Wellington in 2002, focusing his thesis on unemployment. He has undertaken lectureships on I/O psychology related topics at Massey University, University of Waikato, Victoria University of Wellington in New Zealand, Singapore Institute of Management and Nanyang University.
- **Scientific Publications.** Paul's analytics background extends back to the late-1990's and is widely published in academic and industry publications. He is also regarded as a thought leader in his field by the wider HR and I/O community. In addition to industry focused publications, Paul has also featured in mainstream media like Valor Econômico (Brasil), Monitor on Psychology (USA), Talent Management Review (UK) and The Daily Telegraph (UK).

### ● Tools Proficiency

- Certified EFPA (European Federation of Psychologists' Associations) trainer.
- Member of the Australian Institute of Directors, British Psychological Society and New Zealand Psychological Society.
- Design & application of **Psytech suite of behavioural & cognitive assessments** for corporate engagement and talent selection.