

FRANK KUSCHNEREIT

103 Burke Drive
Barrie ON L4N 7H9

Internet frank249@sympatico.ca
www.geocities.com/frank249

Residence: (705) 728-3591
Work: (705) 424-1200 ext 1894
FAX (705) 423-3535

WORK CHRONOLOGY

Jul 01 - Present Deputy Base Personnel Selection Officer, Canadian Forces Base Borden, Ontario

- Responsible for supervising staff, reviewing reports, providing quality assurance, writing performance appraisals, forecasting requirements and supervising a budget of over \$350,000.
- Provided technical advice to senior management on all personnel selection matters. This involved the reviewing of client's files, interviewing personnel, ensuring that appropriate psychological tests were conducted as well as the interpretation of those tests and preparation of personnel selection reports. The above services were provided to a military population in excess of 5,000 regular and reserve personnel.
- Provided career transition services such as counselling, transition seminars, résumé writing and job search workshops.
- As Base Education Officer, counselled members on education upgrading and liaised with the Ministry of Advanced Education and local education institutions.

May 97 – Jul 2001 Training and Standards Officer, Canadian Forces Recruiting Centre Gagetown, NB

- Responsible for training and supervising recruiting staff in CFB Gagetown, Bathurst and Charlottetown and a number of reserve units. This involves, travelling throughout the Maritimes, reviewing reports, monitoring interviews, ensuring that appropriate psychological tests are being conducted as well as the interpretation of those tests, interviewing personnel and preparation of personnel selection reports. As Information Services Officer, conduct computer training and supervise a technician.

1994 - Aug 95 Human Resources Manager, Canadian Forces Base Gagetown, NB

- Provided technical advice to senior management on all personnel selection matters as described above. The above services were provided to a military population in excess of 5,000 regular and reserve personnel.
- Conducted several personal harassment investigations.
- Developed and conducted stress management workshops.

1991 - 1994 Human Resources Manager, Canadian Forces Base Calgary

- Planned, organized, directed and controlled the Human Resources section that consisted of a staff of one officer, a secretary and a clerk. Also trained a reserve personnel selection officer.
- Advised and assisted other departmental managers on interpretation and administration of personnel policies and programs.
- Provided personnel selection and transition services as listed above.
- Conceived, developed and implemented an Operational Stress management program for the entire western Army area. This involved training soldiers in Victoria, Chilliwack, Calgary and Winnipeg prior to their deployment on United Nations peacekeeping duties. Conducted Critical Incident debriefings in Croatia.

1975 - 1990 Various military related duties in operations/training in Canada and Germany

- Supervised and conducted operations and training for military units.

Education and Training

- Master of Arts(Psychology), University of New Brunswick 2001
- Graduate, Royal Roads Military College 1990 with BA(honours)
Applied Psychology
- Graduate, Conestoga College of Applied Arts and Technology,
Diploma - Business and Commerce
- Personnel Selection Officer's Course
- Middle Management Course
- Advanced Training Development Course
- French Language Training

Publications:

Kuschnerait, F. (1988). Office Automation for Recruiting Centres. Recruiter, Vol 4, No 1., Ottawa: Directorate of Recruiting and Selection.

Kuschnerait, F. (1990). The General Classification Test as a Predictor of Academic Performance. Personnel Selection Forum, Vol 10, No 2. Ottawa: Directorate Personnel Psychology and Sociology.

Conference Presentations:

Kuschnerait, F. (1990, June). The General Classification Test as a Predictor of Academic Performance. Paper presented at the 51st Annual Convention of the Canadian Psychological Association, Ottawa.

Kuschnerait, F. (1991, June). The Computer Administered GC2: Demonstration of a Promising Methodology for the Canadian Forces. Paper presented at the 52nd Annual Convention of the Canadian Psychological Association, Calgary.

Kuschnerait, F. and Lai, W. (1993, May). Land Force Western Area's Combat Stress Reaction Management Programme. Paper presented at the 54th Annual Convention of the Canadian Psychological Association, Montreal.

Lawrence, D., Connolly, K., Kuschnerait, F., Sell, Y., Mombourquette, C., (1995). Development of the PASS Performance Appraisal Instrument. Paper presented at the Canadian Psychological Association 56th Annual Convention. Charlottetown PEI.

Kuschnerait, F. and Spinner, B. (1997, June). Improving The Accuracy of Biodata Questionnaires. Paper presented at the 58th Annual Convention of the Canadian Psychological Association, Toronto.