

Nicolás Didier

Tempe, AZ, USA

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EDUCATION

- 2019 - **ARIZONA STATE UNIVERSITY**
SCHOOL OF PUBLIC AFFAIRS
PhD in Public Administration and Policy
- 2015 – 2016 **UNIVERSIDAD DE CHILE**
SCHOOL OF ECONOMICS
MSc in Public Policy
Dissertation Title: Training and Income: A decision-making effectiveness comparison.
- 2010 **UNIVERSIDAD DE CHILE**
ADMINISTRATION SCHOOL
Business Intelligence Certificate
- 2004 – 2008 **PONTIFICIA UNIVERSIDAD CATOLICA DE CHILE**
SCHOOL OF PSYCHOLOGY
BA in Psychology

TEACHING

- 2019 **Lecturer on Statistics.** School of Administration. Universidad de Valparaiso.
- 2018 **Lecturer on Psychological Research, Quantitative Methods, Organizational Intervention.** School of Psychology, Universidad Autonoma de Chile
- 2017 **Lecturer on Social Security, Training, and Change Management.** School of Administration, Instituto Profesional AIEP.
- 2017 **Teaching Assistant: Public Policy Evaluation I.** MA in Public Policy, School of Economics, Universidad de Chile.
- 2015-2016 **Lecturer on Social Programs Evaluation and Talent Management.** Universidad de Ciencias, Artes y Comunicaciones, Escuela de Administración Pública.
- 2014-2015 **Lecturer on Scientific Reasoning, Thesis Workshop, Scientific Research, and Bibliographic Research.** Universidad Andrés Bello.
- 2006 - 2010 **Teaching Assistant on Organization Psychology, Organizational Behavior, Human Behavior on Globalization Era; Research-Action; Training of Human Resources; Industrial/Organizational Psychology; Community Psychology; Psychology of Prejudice; Research on Psychology; Cognitive-Behavioral Theory; CMD Pain, Suffering and Death; Social Psychology.** Pontificia Universidad Católica de Chile y Universidad de Chile.
Research Assistant to PhD thesis research, and fundamental competencies of Argumentation and Reasoning. Pontificia Universidad Católica de Chile.

RESEARCH EXPERIENCE

Apr 2017 – Jun 2019	Research Assistant. School of Psychology, Pontificia Universidad Católica de Chile. Projects: PROCIVICO; Youth, Culture and Religion.
2011 – 2016	Research Associate. NGO Centro de Estudios de Empleabilidad e Inserción Laboral (CEEIL).
2010	Support Professional: Project “Constructive Social Dialogue: Contributions from Bipartite Committee to strategic management of Labor Relations. Pontificia Universidad Católica de Chile. Project funded by Labor Ministry.
Jan 2007 – May 2011	Research Assistant. Pontificia Universidad Católica de Chile. Project funded by British Council, CONICYT, Pontificia Universidad Católica de Chile.
Jan – Jun 2009	Support Professional: Development, management and analysis on citizenship competencies initiatives. Project funded by SREDECC.

PUBLICATIONS

Cox, J., **Didier, N.** (2010) Cinismo y Comportamiento Organizacional: Una Relación dialéctica. *Revista Iberoamericana de Psicología: Ciencia y Tecnología*, 3(2) 7-16.

Owe, E., **Didier, N.**, et al. (2012) Contextualism as an Important Facet of Individualism-Collectivism: Personhood Beliefs Across 37 National Groups. *Journal of Cross Cultural Psychology*, 44(1), 24-45.

Didier, N., Cox, J. (2012) International briefing 25: training and development in Chile. *International Journal of Training and Development*, 16(2), 145-154.

Didier, N., Pérez, C (2012) Perfil del capacitando en Chile: Variables que Inciden en el Acceso. *RELET – Revista latinoamericana de Estudios del Trabajo*, 17(27), 165-190.

Didier, N., Marti, A, Perez, C (2012) Capacitación y Género en Chile: ¿Discriminación Laboral o Discriminación Positiva? *Revista de Estudios del Trabajo*, 43/44, 5-23.

Didier, N., Marti, A, Valdenegro, D (2012) Manejo del Cinismo Organizacional: la oportunidad del Líder. *Revista Iberoamericana de Psicología: Ciencia y Tecnología*, 5(2), 7-15.

Didier, N., Perez, C, Marti, A (2013) Diálogo Social y Capacitación: Uso de los Comités Bipartitos en Chile. *Revista Trabajo y Sociedad*, 21, 213-224.

Didier, N., Perez, C (2013) Capacitación en Trabajadores maduros: Algunas consideraciones desde Chile. *RELET – Revista latinoamericana de Estudios del Trabajo*, 18(29), 187-206.

Didier, N. (2013) A través de las nociones de Capital Humano. *Revista Iberoamericana de Psicología: Ciencia y Tecnología*, 6(2), 7-15.

Vecchio, M, Berchialla, P, **Didier, N.**, Cayul, O, Valdenegro, D, Ghidina, M, Gregori, D (2013) The IBAI Instrument to Assess Brand Awareness Toward Food in Children: the Chile Adaptation. *The Open Obesity Journal*, 5(1), 30-35

Didier, N., Perez, C, Valdenegro, D (2013) Capacitación y Capital Humano: Análisis de la últimas dos décadas. *Revista de Psicología de la Universidad de Chile*, 22(2), 87-99.

Didier, N. (2014) El uso de los métodos de selección. *Revista Iberoamericana de Psicología: Ciencia y Tecnología*, 7(1), 103-113.

Didier, N. (2014) Comprensión y Funcionalidad de la Capacitación: Una visión desde los Sujetos. *Praxis*, 16(25), 37-58.

Didier, N. (2014) *Economía Civil: Reflexiones y Consideraciones*. CEEIL: Santiago de Chile.

Didier, N. (2014) Capital Humano Nominal, Empleabilidad y Credencialismo. *Revista Iberoamericana de Psicología: Ciencia y Tecnología*. 7(2), 19-27.

Zagefka, H, Gonzalez, R, Brown, R, Lay, S, Manzi, J, **Didier, N.** (2015) To know you is to love you: Effects of intergroup contact and knowledge on intergroup anxiety and prejudice among indigenous Chileans. *International Journal of Psychology*.

Didier, N. (2015) ¿Qué y Cómo sabemos del mundo del trabajo en Chile? *RELET – Revista latinoamericana de Estudios del Trabajo*, in press.

Vignoles, VL, **Didier, N.**, et al. (2016) Beyond the 'East-West' Dichotomy: Global Variation in Cultural Models of Selfhood. *Journal of Experimental Psychology: General*, in press.

Smith, P., **Didier, N.**, et al (2016) Individual and culture-level components of survey response styles: A multi-level analysis using cultural models of selfhood. *International Journal of Psychology*, in press.

- Didier, N.** (2016) Dinámicas de Empleabilidad en Jóvenes Urbano Populares. *Revista Praxis*, 17(28, 43-66).
- Didier, N., Luna, J.** (2017) ¿Dónde Estamos? La cultura Laboral chilena desde Hofstede. *Revista Colombiana de Psicología*, 26(2), 295-311.
- Didier, N.** (2017) Hijos de la Democracia: rasgos, valores individuales, laborales y sociales en Chile. *Revista de Psicología*, 26(2), 50-65.
- Didier, N.** (2017) Vida, Dinámica y Declive del Capital Humano: Una aproximación teórica. *NOVUM Revista de Ciencias Sociales Aplicadas*, 8(1), 73-93.
- Didier, N.** (2018) EVAT 30. Un análisis de Invarianza: Validación en Chile. *Revista Iberoamericana de Psicología: Ciencia y Tecnología*. 11(2), 69-78.
- Didier, N.** (2018) Sobre-educación en Chile: Retornos de la Educación y Situación Laboral. *NOVUM Revista de Ciencias Sociales Aplicadas*, 8(2), 216-232.
- Didier, N. (2018)** About the About the (non) existence of a Lifelong Education System in Chile. *Journal of Adult and Continuing Education*, 24(2), 229-249.
- Didier, N. (2019)** Discriminación laboral desde recursos humanos: un debate técnico pendiente. *NOVUM Revista de Ciencias Sociales Aplicadas*, 9(1), 9-31.
- Didier, N. (2020)** Análisis de Invarianza Factorial Progresiva de Escalas de Cultura de Dorfman y Howell. *Revista Iberoamericana de Psicología: Ciencia y Tecnología*, 13(3), Forthcoming.
- Didier, N. (2021)** Are we ready? Labor Market Transit to digital economy. *Journal of Adult and Continuing Education*. Forthcoming.
- Didier, N. (2021)** Does Credentialism affect the gender wage gap? Evidence from Chile. *Latin American Policy*.

CONFERENCES AND PRESENTATIONS

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|------|---|
| 2021 | Presentation: Evidence-based policymaking? A reproducibility approach towards civil society organizations' contributions. <i>Toronto Data Workshop on Reproducibility</i> . Toronto, Canada. |
| 2012 | Presentation: Social Projects Evaluation in SIN Context. 7° Congress of Sociology. Asociación Latinoamericana de Sociología. Pucón, Chile. |
| 2009 | Presentation: Religious identity and political attitudes among university students in Chile. 32nd Annual Scientific Meeting. International Society of Political Psychology. Trinity College. Dublin, Ireland. |

EMPLOYMENT

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| Apr 2019 – Jul 2019 | Methodological Consultant. Factoría MUN. |
| Dec 2018 – Aug 2019 | Government Programs Evaluator: South-South Cooperation program. Budget Management Direction, Treasury Ministry, Chile. |
| Jun 2017- Mar 2019 | Public Policy Specialist. Coordination and Studies Unit, Ministry of Justice and Human Rights. |
| Mar 2017-Jun 2017 | Methodological Consultant. Evaluation of the Competitive Training Fund for Municipal Officials. Principal: SUBDERE. Company: Factoría MUN. |
| Jan 2016 – Dec 2016 | Methodological Consultant: Training Assessment and Training Schemes Evaluation. Academia Judicial de Chile. |
| Jan 2016 – Ago 2016 | Government Programs Evaluator: Evaluation of graduate loans of CORFO. Budget Management Direction, Treasury Ministry, Chile. |
| Nov 2015-Jan 2016 | Methodological Consultancy in Matters of Employability for project Engineer 2030. Principal: CORFO, Company: CDO Consulting Group. |
| Jun 2015 – Jan 2016 | Methodological Consultant: Labor Demand Projection Study for the Retail Sector. Principal: OTIC Proforma; Company: Factoría MUN. |
| Jun 2015 - Jan 2016 | Methodological Consultancy in Matters of Financial Education. Principal: Proyecto Capital – IEP, for FOSIS Chile, Social Development Ministry. |

2011 – Apr 2016	Methodological Consultant. Principal: Ceartas Consultores. Project Assessment for Foundation for the Overcoming of Poverty, Ministry of Social Development, Institute of Agricultural Development, Institute of Occupational Safety and Health.
2010-2011	Research and Development Manager. Competech Consultores.
2009	Junior Human Resources Consultant. Competech Consultores.
Oct – Dec 2009	Consultancy Services: Organizational Climate Assessment. Centro Latinoamericano para el Desarrollo Rural (RIMISP).
May – Jul 2009	Methodological Consultant. CDO Consulting Group. Methodological Update of Organizational Climate Studies
Dec 2008 – Feb 2009	Methodology Consulting: Pilot Project of High Performance Teams CODELCO. CDO Consulting Group.

CONFERENCES and COURSES ATTENDED

FUNDING and ACADEMIC AWARDS

CONICYT Scholarship - National Master's Degree – 2015 Call.

- Complete Tuition Fee of MSc in Public Policy at Universidad de Chile.
- Living Cost

CONICYT-Fulbright Scholarship – Equal Opportunity Initiative– 2016 Call.

FUTURE RESEARCH INTERESTS

My interests are related with labor market evolution, composition and related policies on lifelong education.

PROFESSIONAL MEMBERSHIPS

Peer Reviewer (Journals)

- Revista Praxis
- Revista Iberoamericana de Psicología: Ciencia y Tecnología
- Career Development International
- International Journal of Advances in Higher Education

FURTHER INFORMATION

Volunteer Activities

- 2018 Volunteer in Public Policy Agenda. Pro Acceso Foundation
- (2011-2016) Workshops of Employability and Financial Education on youth urban people, vulnerable women, and Farmers. NGO CEEIL.
- (2007) Teacher at Workshop on Literacy and School Reinforcement. Managers Violeta Parra Collective, Villa La Reina, Santiago Chile.
- (2007) Generation Delegate, Centre of Students Psychology (CEPS), Pontificia Universidad Católica de Chile.
- (2004-2006) Advisor at Children and Youth Camp at Alhué. Project managed by Students of School of Psychology, Pontificia Universidad Católica de Chile.
- (2006) Political Delegate, Centre of Students Psychology (CEPS), Pontificia Universidad Católica de Chile.
- (2004) Generation Delegate, Centre of Students Psychology, Pontificia Universidad Católica de Chile.