

What are the odds this position is for you? You're the stats whiz. You tell us...

**About Us:**

Rooted in science and delivered via Software-as-a-Service platform, Evolv On-Demand has created a highly innovative solution that increases the quality of candidate & employer matching decisions to help our clients put better people in critical front line positions.

Contrary to many technologies, our solution is uniquely attractive in tough economic environments. We are a fast growing company, funded by two of the top Silicon Valley venture organizations. We are in a leadership position in our market and are poised for growth to \$100M+ in revenue.

If you're looking to make a huge impact in a flat organization, the autonomy necessary for you to truly own your position, and support from a cast of all-stars who go above and beyond to deliver results on a daily basis —this could be a great opportunity for you.

**Overview of the Position**

Our early-stage software company, Evolv (evolvondemand.com), has developed a SaaS solution that answers an age-old problem faced by companies employing over 60% of the nation's workforce: hiring the wrong person. We're looking for a psychometrician to further harness the power of the reams of data that we currently capture on the thousands of applicants who apply to a variety of frontline jobs through our system.

At Evolv, you will work in the heart of San Francisco under the VP of Selection Science to ensure that we successfully obtain, mine, and drive actionable intelligence out of the millions of unique applicant and employee data points that allow us to provide valuable solutions to our \$10 Billion target customer market. You will be an architect in building an analytical infrastructure in the selection science department, working hand in hand with Industrial/Organizational Psychologists and software engineers who created the suite of assessments Evolv On-Demand customers and their applicants benefit from.

This position comes with a competitive compensation package including stock options.

**Predictive Factors:**

This position could suit you if you:

- ☐ Love a challenge and are excited at the prospect of sifting through noisy psychological assessment data, particularly in relation to customer KPIs, to uncover meaningful statistical relationships which may be leveraged to improve our clients' businesses
- ☐ Have measured your success in school and/or previous positions not just by how many different quantitative methods you've mastered but by how well you're able to make innovative, empirically-driven recommendations on how to improve the utility of the tools and systems you've analyzed
- ☐ Have a highly quantitative mindset, but know that your true value comes when you derive actionable insights from the data that weren't readily apparent through rote analyses

**Confirmatory Factors:**

Evolv's Selection Science department needs someone who:

1. Obsesses over the quality of data and the minutiae which differentiate clean, reliable data and those which merely appear to be clean & reliable yet does not get stuck when confronted with challenging data issues

2. Identifies and executes the most appropriate, informative analytic research and data mining techniques to help drive the understanding and optimization of pre-hire selection instruments and post-hire performance metrics; Assists in developing, designing and documenting technical and operational procedures and statistical guidelines for measuring and evaluating the impact of psychological assessments
3. Professionally and confidently represents Evolv on validation and technical issues in professional forums and in formal client presentations and also has an interest in contributing to peer-reviewed publications
4. Applies mastery-level knowledge of statistical procedures, psychometric methods, statistical programming (e.g., SAS, SPSS, R), and database querying to work independently on most aspects of statistical analysis work
5. Is entrepreneurial by nature and has a passion for innovation and forging beyond the status quo

Along with the above, our ideal candidate would possess the following:

- Master's or Ph.D. in Psychometrics, Quantitative Methods, Statistics, Psychological Measurement, Education Measurement, or related field with an emphasis on quantitative analysis or psychometrics and at least 2 years of applied experience (in-depth, long-term graduate school consulting projects may qualify as experience)
- Proficiency in writing and running database queries (e.g., knowledge of SQL); merging & cleaning large, noisy data sets
- Experience working with pre-hire assessment systems
- Experience or proven interest in CAT, IRT, data mining, and exploratory analyses
- Power-user academic or professional experience with statistical software packages (e.g., SPSS, SAS, Stata, R, Statistica, etc.)
- Ability to work effectively as a member of a team in a consulting environment
- Excellent interpersonal and communications skills in both written and spoken English
- Strong computer programming skills, especially as it relates to building an infrastructure for assessment analysis and interpretation

If you thrive on uncertainty and juggling multiple deadlines; enjoy playing with complex psychometric and performance data; love the challenge of being tasked with making sense of reams of data and then being charged with explaining it to a front line recruiter or a CEO, this could be a fantastic position for you.

**How to Apply:**

To apply for this position please submit a resume and a brief cover letter that specifically answers how you meet the 5 confirmatory factors listed above to:

[hyoung@evolvondemand.com](mailto:hyoung@evolvondemand.com)

Please note that resumes without the requested cover letter will not be reviewed. We will contact you immediately regarding next steps if we would like to move forward. Our aim is to hire our Psychometrician within the next two months with a start date in the May/June 2011 timeframe.