



Senior Research Associate

ACT, Inc. is inviting experienced psychometricians to apply for the position of Senior Research Associate, Computer Based Testing. This position will be located at our national headquarters office in Iowa City, IA.

ACT is a not-for-profit, nationally recognized leader in educational and workforce assessment, research, and information services. Each year, ACT serves millions of people in elementary and secondary schools, colleges, professional associations, and government agencies. ACT programs and services have one guiding purpose: helping people achieve education and workplace success.

Working independently and in teams, the Senior Research Associate will perform or lead psychometric operational work and research and develop psychometric/statistical software and infrastructure for computer-based testing (CBT) programs at ACT. Typical work-related activities include:

- Design, conduct, interpret, and present the results of test calibration, scaling, equating, and other psychometric procedures and research in support of CBT programs.
- Conduct, interpret, and present results of pool development and evaluation activities.
- Design, develop, and maintain psychometric/statistical software in support of CBT and ACT products, services, and infrastructure.
- Prepare technical and/or interpretive materials for testing programs.
- Prepare and maintain documentation of program psychometric and data analysis procedures/processes.
- Provide consulting support to internal and external clients; ensure that appropriate follow-up is carried out.
- Provide guidance to junior staff in completing assignments and acquiring skills.
- Serve on project teams.
- Maintain quality and security control on all projects.
- Maintain a program of research, publication, and presentations at professional conferences.
- Maintain current knowledge of ACT's principal products and services.
- Communicate effectively and efficiently with other staff members and with ACT clients.
- Regularly exercise discretion and independent judgment in making work-related decisions.

Qualified candidates must have a Doctorate in quantitative or educational psychology, educational measurement, statistics, psychometrics, or related field and five years of related post-doctoral experience. Must possess high level psychometric, statistical, and software development skills, in addition to strong written, verbal, interpersonal, and cross-departmental communication skills. Also requires demonstrated professional achievement through work experience, presentations at professional conferences, and publications in refereed professional journals; and successful experience with planning, executing, and communicating research projects.

Requires demonstrated competence in the following knowledge, skills, and abilities:

- Psychometrics, mathematical statistics, and research design.
- Computer programming and use of computer software, including psychometric/statistical software, word processing, spreadsheets, database, project management, and operating systems.
- Meeting multiple deadlines.
- Reading and interpreting technical materials.
- Technical writing.
- Oral and written communication.
- Determining logical solutions to complicated problems.
- Setting specific goals and priorities.
- Organizing and leading research projects.
- Managing stress effectively.
- Strong interpersonal and team work skills.

Finalist(s) for this position will be subject to a pre-employment criminal background check as a condition of employment.

To apply for this position, please visit ACT's employment website at www.act.org/humanresources and complete the online application.

ACT offers an attractive compensation/benefits package including 15 days paid vacation, 9% of salary contribution to 403B retirement, 11 paid holidays, tuition reimbursement, health, dental, vision, and life insurance, and relocation assistance.

ACT employees enjoy opportunities for personal growth and advancement, rewarding and challenging work in a people-oriented environment, an organizational culture that values work/life balance, and commitment to a diverse workforce and an environment of inclusion.

ACT is an Equal Opportunity Employer and Values Diversity in People and Ideas.