

**Job Title:** Psychometrician

**# Positions:** 1

**Overview:**

The American Institute of Certified Public Accountants is the national, professional association of CPAs, with approximately 350,000 members, including CPAs in business and industry, public practice, government, and education; student affiliates; and international associates. We set ethical standards for the profession and U.S. auditing standards for audits of private companies; federal, state and local governments; and non-profit organizations. We also develop and grade the Uniform CPA Examination.

**Psychometrician**

Please respond via our website at [www.aicpa.org/careers](http://www.aicpa.org/careers) and post your resume directly online with us.

**Purpose:**

The Psychometrician will work with the Psychometrics and Research team, the Content Development team and the Production team on scoring, assembly, monitoring, validation research, program improvement and technical reporting for our licensing and certification examinations.

**Reports To:** Senior Psychometrician

**Direct Reports:** None

**Responsibilities:**

- Conduct quality control and results integrity data analysis for scoring and reporting
- Perform item analysis for item development and program improvement
- Calibrate and maintain item banks
- Participate in Preliminary Item Analysis
- Perform DIF and IRT dimensionality analyses
- Write AICPA technical research reports and memoranda
- Present and discuss issues with examination committees and task forces
- Communicate psychometric concepts to professionals from diverse industries verbally and in writing
- Publish and present original research in psychometrics
- Prioritize competing priorities in an environment where research and operational responsibilities must be met
- Learn and implement optimization programming models to support item management projects and test assembly
- Assist in producing procedural and quality assurance documentation for external and internal stakeholders
- Design and implement research studies in response to planned and ad hoc needs,
- Work independently and with guidance from our psychometric committees
- Collaborate effectively with a team orientation, including internal staff and external consultants and interns
- Advanced use of statistical analysis software and data bases, specifically SAS (multivariate and univariate models, linear models, macros and graphing capabilities), LISREL (structural

equation modeling, including multi-trait multi method analyses), BILOG-MG and Multilog (item calibration and ability estimation, model fit assessment, joint calibration, DIF analyses).

- Manipulate and maintain large data sets in an SQL or SAS environment
- Contribute to specifications and requirements for new and enhanced software systems used to create, administer and score examinations
- Hold self and others accountable for high quality work delivered on time and within budget.

**Qualifications:**

- Ph.D. in psychometrics (I/O psychology, Educational Measurement or equivalent).
- Preference will be given to candidates with operational testing experience in high stakes assessment and computer-based testing.
- Candidates with familiarity with software development and programming languages will be preferred.

**Physical Demands**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Activity	None	Less than 3 hrs per day	Between 3 & 6 hrs per day	Over 6 hrs per day
Stand		x		
Walk		x		
Sit				x
Use hands to finger, handle, & feel				x
Reach with hands & arms	x			
Stoop, kneel, crouch	x			
Talk or hear			x	
Look at a computer screen				x
Lift up to 10 lbs		x		
Lift up to 25 lbs	x			
Lift up to 50 lbs	x			
Lift up to 100 lbs	x			
Lift more than 100 lbs	x			

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**Equal Employment Opportunity**

AICPA is committed to providing equal employment opportunity for all persons without regard to race, color, religion, gender, age, national origin, sexual orientation, gender identity, disability, veteran status, or any other applicable legally protected status. All qualified candidates are encouraged to apply.