



**Title:** Research Associate, Psychometric Services

**Req Number:** 30226

**Job Type:** Regular Full Time

**Location:** Austin, TX

To apply for this position go to [www.pearsoned.com/careers](http://www.pearsoned.com/careers).

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**Pearson is an international media company** with market-leading businesses in education, business information and consumer publishing. Pearson's education business represents about two-thirds of the company, and Penguin publishing and the Financial Times make up the balance. With more than 30,000 employees based in 60 countries, we are a family of businesses that draws on common assets, processes, and shares a common purpose: to help our customers live and learn.

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#### **Communication**

- Demonstrate communication skills,(oral, written, and business), necessary to function effectively as a primary contact with internal project teams with guidance from more senior research associates.
- Exhibits some experience communicating effectively with different project teams and communicating effectively in teams that have technical and non-technical staff members.
- Supports standard-setting and data review meetings.

#### **Coordination Skills**

- With guidance from senior psychometric staff, coordinates work across groups.
- Takes a leadership role in making sure all groups have the necessary psychometric information.
- Plans data handoffs and creates processing schedules with oversight.
- Helps create coordination processes used by psychometric team.
- Follows coordination processes developed by psychometric team.

#### **Task Management**

- With minimal supervision, performs operational statistical analysis and data processing tasks for assigned testing programs.
- Maintains data files for all assigned projects.
- Documents all analyses performed.

#### **Staff Training and Functional Supervision**

- Under guidance from more senior staff, may provide training and functional supervision of other psychometric staff.

#### **Talent Management**

- Supports hiring process through applicant interviewing.
- Provides career plan information.

#### **Organizational Behavior**

- Aligns goals with department goals.
- Follows standardized processes.

#### **Working Location and Travel**

- Requires working onsite in the Pearson facility in Austin, Texas.
- Is willing to travel when necessary.

#### **Education and Work Experience**

- Bachelors degree & at least one year of work experience in a data processing environment.
- OR three years of work experience in a relevant data processing environment.
- OR masters degree in statistics or related quantitative field.

#### **Familiarity with Psychometric Techniques**

- Applies basic psychometric techniques in a job setting, including classical test theory, item response theory, test equating, scaling, linking, and standard setting.
- Evaluates the reasonableness of analysis outcomes.
- Familiarity with Software Packages and Programming Languages.
- With minimal supervision, creates datasets to code parameters for psychometric programs from existing templates (e.g., WINSTEPS, MULTILOG), and to successfully submit programs for execution.

#### **Experience and Familiarity with Software Development**

- Demonstrates knowledge of and some experience with a programming language (preferably SAS), including data input and output, file manipulation (i.e., merging and interleaving) and statistical procedures.
- Conducts analyses in support of statistical or psychometric projects.

#### **Experience with Data Structures**

- Has experience with different types of delimited and flat files, including SAS OUTPUT files.
- Works with a variety of data structures and files that are moderately complex.
- Knowledge/Experience Relevant to Large Scale Testing.

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- No requirements