

Deputy Chief Officer, Examinations

**NATIONAL COUNCIL OF STATE BOARDS OF NURSING, INC.
(NCSBN)**



Mission

NCSBN empowers and supports nursing regulators in their mandate to protect the public.

Vision

Leading regulatory excellence worldwide.

About NCSBN

NCSBN is an independent, not-for-profit organization empowering and supporting nursing regulators across the world in their mandate to protect the public. A world leader in test development and administration, NCSBN's NCLEX® Exams are internationally recognized as the preeminent nursing examinations.

NCSBN's membership is comprised of the nursing regulatory bodies (NRBs) in the 50 states, the District of Columbia and four U.S. territories. The nursing regulatory bodies (NRBs) that comprise NCSBN protect the public's health and welfare by assuring that safe and competent nursing care is provided by licensed nurses. There are five exam user members and 25 associate members that are either NRBs or empowered regulatory authorities from other countries or territories. An 11-member elected board of directors is charged with overseeing implementation of policy and directing the activities of NCSBN.

NCSBN Examinations - NCSBN is dedicated to developing psychometrically sound and legally defensible nurse licensure and certification examinations consistent with current practice. Learn more about NCSBN exams: <https://www.ncsbn.org/nclex.page>.

On April 1, 2023, NCSBN launched the Next Generation *NCLEX (NGN) Examination*, an enhancement of the world's premier licensure exam. At the core of this enhanced exam is the *NCSBN Clinical Judgment Measurement Model (NCJMM)*, which is a framework for the valid measurement of clinical judgment and decision making within the context of a standardized, high-stakes examination.



Entry into the practice of nursing is regulated by the licensing authorities within each of the NCSBN Member Board jurisdictions (state, commonwealth, territorial boards of nursing and certain Canadian provinces). To ensure public protection, each jurisdiction requires candidates for licensure to meet set requirements that include passing an examination that measures the competencies needed to perform safely and effectively as a newly licensed, entry-level nurse.

Entry-level nurses are required to make increasingly complex decisions while delivering patient care. These decisions often require the use of clinical judgment to care for patients safely and effectively.

Philip Dickison, PhD, RN, chief operating officer, NCSBN, notes, *“Because clinical judgment underlies almost all of a nurse’s activities, it is of paramount importance to NCSBN. We need to be able to measure it effectively to safeguard public protection. We need to help ensure that when a regulatory body licenses a nurse to practice, they are safe to care for you and your loved ones.”*

More than a decade of research, investigation and analysis conducted by renowned nursing experts built the NCJMM and the NGN. The contributions of countless nurses and nursing educators who participated in various research studies and more than 250,000 aspiring nurses volunteered to take sample questions on the NGN special research section in the NLCEX exam also helped to create the NGN.

Position Scope

The Deputy Chief Officer, Examinations will be a visionary as it relates to the cutting-edge trends in testing and its relationship to public safety. The Deputy Chief Officer, Examinations reports directly to the Chief Operations Officer and advances the organizational mission, vision, and strategic initiatives of NCSBN by providing executive level oversight of programs and services related to the Examination Department and serving as the senior staff member responsible for examinations-related issues. This role works closely with the COO to ensure execution of the following broad responsibilities:

- Directs all examination department work, including but not limited to psychometric services, research activities, content development and test development to ensure that examination programs are continually in compliance with legal and industry standards.
 - Provides executive level fiscal oversight of examination department operational, developmental, and innovative work.
 - Assists in ensuring compliance with national and state level regulatory policies and procedures.
 - Ensures quality control for NCSBN examinations.
 - Ensures that the examinations team supports the work of member boards.
 - Responsible for planning and executing a research agenda.
 - Works closely with the COO to ensure that the directives of the board are carried out.
- Recommends, develops, and initiates cost effective and progressive solutions based on emerging staff and membership NCLEX examinations needs.
- Provides leadership to NCSBN examinations staff, ensuring a team culture of commitment and collaboration.
 - Ensures that the examination staff provides expertise and collaboration across the organization on innovative NCSBN projects that support NCSBN mission and vision.
 - Ensures that the examinations staff develops and implements examination initiatives in coordination with various teams to support the work of the regulatory bodies.
 - Ensures that the examinations staff develops research publications and presents at committee meetings and professional conferences.
- Works closely with the COO and Deputy Chief Officer of Human Resources and Organizational Development to ensure that the examinations department organization and team member skills keep pace with current and future workforce needs.
- Responsible for oversight of examinations departmental presentations and communications to NCSBN membership and internal staff on the performance and processes of NCSBN examinations.

Position Requirements

- Experience in leading and managing high functioning teams for a large-scale testing program.
- Proven collaborative leadership skills focusing on directing interdisciplinary teams, change management, and effective communication across the organization.
- Ability to build cohesive teams while maintaining high quality of work.
- Expertise in educational measurement and testing, psychometrics, within regulatory and related field with 10 years' experience.
- Minimum 10 years of experience with high-stakes certification or licensure testing program(s).
- Cognitively flexible, ensuring collegial expertise input while seeking excellence and creative solutions.
- Expert knowledge of the test development, publishing processes and relevant standards related to assessment.
- Strong technical (measurement and assessment-related) skills.
- Experience with project management.
- Expertise in Item Response Theory and Computerized Adaptive Testing.
- Proficiency with MS Office and psychometric/statistical software, especially Python/R/SAS
- Experience working with governance model of a mission based nonprofit organization is preferred.

Education

Minimum of a master's degree in a related field. Doctorate degree preferred.

Diversity and Inclusion – NCSBN is an equal opportunity employer and operates in a spirit of inclusion.



Location

This position is based at the headquarters of the National Council of State Boards of Nursing (NCSBN) located at 111 E. Wacker Drive, Ste. 2900 in the beautiful city of Chicago, IL. As a multicultural city that thrives on the harmony and diversity of its neighborhoods, Chicago today embodies the values of America's heartland-integrity, hard work and community and reflects the ideals in the social fabric of its 77 distinct neighborhoods.

Contact Information

NCSBN has partnered with Spano Pratt Executive Search to identify the Deputy Chief Officer, Examinations. For a confidential conversation and to learn more about this opportunity please contact: Rose Spano Iannelli / rspano@spanopratt.com.