

Principal Psychometrician

Job Requisition	R-007534 Principal Psychometrician (Open)
Job Family	Credentialing, Registration, Education and Disclosure Regulatory
Start Date	02/23/2024
End Date	
Primary Posting	No
External Posting URL	https://finra.wd1.myworkdayjobs.com/FINRA/job/Rockville-MD-Job-Posting/Principal-Psychometrician_R-007534
Description	

Provide measurement services in support of testing and continuing education programs and ensure that these programs employ valid, reliable assessments and comply with testing industry standards. Perform routine activities in one or more of the following areas: job/practice analysis, item analysis/calibration, forms/pool assembly, standard setting, and data forensics. Contribute to ad hoc analyses and research projects to improve program quality.

Essential Job Functions:

- Perform routine psychometric analyses on the performance of examinations and continuing education programs using Classical Test Theory, Rasch Measurement, and Item Response Theory. Manipulate, analyze, and maintain large data sets. Document results of examination and continuing education analyses.
- Conduct measurement activities in support of job analysis studies, test specification validation, standard setting, and test security.
- Perform quality control checks of scoring processes for both computer-delivered and paper-and-pencil test administrations.
- Conduct ad hoc analyses as directed by senior staff and management.
- Assist with the development of requirements and user acceptance testing for test-generation, scoring, and statistical systems.
- Serve as a resource to other staff on assessment, psychometric, and measurement matters including usage of FINRA's proprietary item banking and test delivery system.
- Keep abreast of new developments in measurement theory and application. Identify developments that may enhance test delivery, exam construction, and/or psychometric methods.
- Contribute to research efforts with direct application to FINRA and client programs

Education/Experience Requirements:

- Master's Degree in Psychology, industrial/organizational psychology, or Education, with an emphasis on psychometrics, measurement and assessment, or a related field (e.g., statistics, mathematics, or computer science)
- Minimum of three (3) years testing industry experience or equivalent combination of education and experience
- Broad knowledge of industry-accepted measurement methodologies including job/practice analysis, item analysis/calibration, forms assembly, standard setting, and test security.
- Familiarity with Classical Test Theory, Rasch Measurement, and/or Item Response Theory
- Strong quantitative skills and exemplary attention-to-detail with a demonstrated ability to

- produce accurate psychometric results under tight deadlines
- Strong interpersonal and communication skills (oral and written) with demonstrated ability to work effectively with individuals who have varying levels of measurement expertise
- Proficiency with standard office software and statistical analysis and programming tools (e.g., R, SPSS, and Rasch/IRT software (e.g., Winsteps, Xcalibre, Parscale).

Working Conditions:

- Standard office working conditions with infrequent travel (less than 10%)

For work that is performed in CA, Washington, DC, CO, HI, New York, NY and WA, the chart below outlines the proposed salary range for the corresponding location. In addition to location, actual compensation is based on various factors, including but not limited to, the candidate's skill set, level of experience, education, and internal peer compensation comparisons.

California: Minimum Salary \$98,400, Maximum Salary \$193,400

Washington, DC: Minimum Salary of \$102,800 Maximum Salary of \$185,300

Colorado/Hawaii: Minimum Salary \$89,400, Maximum Salary \$161,200

New York, NY: Minimum Salary \$107,200, Maximum Salary \$193,400

Washington: Minimum Salary \$89,400, Maximum Salary \$185,300

#LI-Hybrid

To be considered for this position, please submit an application. Applications are accepted on an ongoing basis.

The information provided above has been designed to indicate the general nature and level of work of the position. It is not a comprehensive inventory of all duties, responsibilities and qualifications required.

Please note: If the "Apply Now" button on a job board posting does not take you directly to the FINRA Careers site, enter www.finra.org/careers into your browser to reach our site directly.

FINRA strives to make our career site accessible to all users. If you need a disability-related accommodation for completing the application process, please contact FINRA's Employee Relations team at 240.386.4865 or by email at EmployeeRelations@finra.org. Please note that this process is exclusively for inquiries regarding application accommodations.

Employees may be eligible for a discretionary bonus in addition to base pay. FINRA provides comprehensive health, dental and vision insurance. Additional insurance includes basic life, accidental death and dismemberment, supplemental life, spouse/domestic partner and dependent life, and spouse/domestic partner and dependent accidental death and dismemberment, short- and long-term disability, long-term care, business travel accident, disability and legal. FINRA offers immediate participation and vesting in a 401(k) plan with company match and eligibility for participation in an additional FINRA-funded retirement contribution, tuition reimbursement and many other benefits.

Time Off and Paid Leave*

FINRA encourages its employees to focus on their health and wellness in many ways, including through a generous time-off program of 15 days of paid time off, 5 personal days and 9 sick days (all pro-rated in the first year). Additionally, we are proud to support our communities by providing two volunteer service days (based on full-time schedule). Other paid leave includes military leave, jury duty leave, bereavement leave,

voting and election official leave for federal, state or local primary and general elections, care of a family member leave (available after 90 days of employment); and childbirth and parental leave (available after 90 days of employment). Full-time employees receive nine paid holidays.

*Based on full-time schedule

Important Information

FINRA's Code of Conduct imposes restrictions on employees' investments and requires financial disclosures that are uniquely related to our role as a securities regulator. FINRA employees are required to disclose to FINRA all brokerage accounts that they maintain, and those in which they control trading or have a financial interest (including any trust account of which they are a trustee or beneficiary and all accounts of a spouse, domestic partner or minor child who lives with the employee) and to authorize their broker-dealers to provide FINRA with duplicate statements for all of those accounts. All of those accounts are subject to the Code's investment and securities account restrictions, and new employees must comply with those investment restrictions—including disposing of any security issued by a company on FINRA's Prohibited Company List or obtaining a written waiver from their Executive Vice President—by the date they begin employment with FINRA. Employees may only maintain securities accounts that must be disclosed to FINRA at one or more securities firms that provide an electronic feed (e-feed) of data to FINRA, and must move securities accounts from other securities firms to a firm that provides an e-feed within three months of beginning employment.

You can read more about these restrictions [here](#).

As standard practice, employees must also execute FINRA's Employee Confidentiality and Invention Assignment Agreement without qualification or modification and comply with the company's policy on nepotism.

Search Firm Representatives

Please be advised that FINRA is not seeking assistance or accepting unsolicited resumes from search firms for this employment opportunity. Regardless of past practice, a valid written agreement and task order must be in place before any resumes are submitted to FINRA. All resumes submitted by search firms to any employee at FINRA without a valid written agreement and task order in place will be deemed the sole property of FINRA and no fee will be paid in the event that person is hired by FINRA.

FINRA is an Equal Opportunity and Affirmative Action Employer

All qualified applicants will receive consideration for employment without regard to age, citizenship status, color, disability, marital status, national origin, race, religion, sex, sexual orientation, gender identity, veteran status or any other classification protected by federal state or local laws as appropriate, or upon the protected status of the person's relatives, friends or associates.

FINRA abides by the requirements of 41 CFR 60-741.5(a). This regulation prohibits discrimination against qualified individuals on the basis of disability, and requires affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified individuals with disabilities.

FINRA abides by the requirements of 41 CFR 60-300.5(a). This regulation prohibits discrimination against qualified protected veterans, and requires affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified protected veterans.

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Worker Sub-Type	Regular
Location	Rockville, MD (Job Posting)
Time Type	Full time
Locations	Jersey City, NJ (Job Posting) New York, NY (Job Posting) Washington, DC (Job Posting) Woodbridge, NJ (Job Posting)
Supervisory Organization	Patrick Obregon