

Senior Psychometrician

Senior Psychometrician – Breakthrough Diagnostics and Measurement

GAP INTERNATIONAL– A unique, purpose-driven, consulting company

Gap International, a global leader in diagnostics and management consulting, seeks an experienced and dynamic Senior Psychometrician to join our growing diagnostics team. This unique opportunity combines your passion for psychometrics with the chance to create cutting-edge assessments that revolutionize how organizations impact performance. You will be instrumental in the ongoing development and execution of our diagnostic products and applying insights to complement our consulting methodology. Working closely with a multidisciplinary team, you will lead efforts to develop innovative tools that drive both business growth and superior performance for our clients.

ABOUT GAP INTERNATIONAL

Gap International is a global performance consulting company based just outside of Philadelphia. We specialize in helping leaders articulate and fulfill the boldest possible future for their business, creating breakthrough outcomes and aligning the organization's actions to be consistent with that future. For over 40 years, we have had an expertise in identifying and shifting mindsets in the organization to deliver unprecedented, quantifiable business results. With proven and proprietary methodologies that embed lasting change across an organization, our work unleashes teams across the business to innovate and create new pathways to achieve the desired outcomes for their business.

RESPONSIBILITIES

Looking for a trusted advisor leading bold recommendations, challenging the status quo, creating alignment, and influencing decision-making at the highest levels.

- Lead the development and validation of psychometric instruments for the Gap Performance Diagnostic suite and other diagnostic products
- Collaborate with cross-functional teams of consultants, data scientists, and product managers to create and evaluate assessment tools related to both employee and organizational success
- Design and implement validation studies, ensuring the accuracy, reliability, and validity of our assessment products

- Analyze psychometric data to provide insights and recommendations for product improvements, develop documentation of psychometric properties, as well as author whitepapers and thought-leading reports
- Consult internal and external stakeholders as a subject matter expert and as a Gap consultant
- Continually grow and develop as a consultant

QUALIFICATIONS

- Master's degree or above in Psychometrics, Psychology, Education Measurement, and other related fields
- Minimum 10 years of experience psychometric test development and validation
- Strong background in classical test theory, assessment design, item response theory, and other psychometric models
- Interest in the business application of qualitative and quantitative data analysis, performance management, and employee engagement metrics and initiatives
- Skillsets in research analysis, proficiency in statistical software (e.g., R, SPSS, SAS) and programming languages (e.g., Python)
- A passion for innovation and a commitment to making a meaningful impact on organizational performance
- Potential travel domestically and/or internationally
- Current resident or able to relocate to Philadelphia area

LEADERSHIP OPPORTUNITIES

As a Senior Psychometrician at Gap International, you will contribute to the business in multiple capacities:

- In your functional area of the business as a Senior Psychometrician as outlined above.
- As a consultant, working directly with organizational leaders to affect change.
- Performing an active role in service of Gap International's business development goals.

GAP INTERNATIONAL ASSOCIATES

- Purposeful people at work impacting companies around the world
- People who thrive in a learning environment and enjoy learning, growing, and performing at their best; energized to continually push beyond their comfort zone
- Comfortable with ambiguity; eager to take on things they don't know how to do
- Curious and flexible when it comes to their own growth and development, as well as receptive to coaching and feedback to maximize their potential

- Willing to communicate and contribute thoughts, insights and new ideas to senior leaders both internally and externally

WHAT WE OFFER

- Purpose-driven work
- An unmatched culture and commitment to ongoing growth and development
- Highly competitive health benefits
- Generous 401k
- Bonus based on company and individual performance
- Tuition reimbursement
- International travel opportunities

<https://www.gapinternational.com/job-openings/details/index/4876952004>

Gap International is an equal opportunity employer and values diversity. All employment is decided on the basis of qualifications, merit and business need, and all qualified candidates will receive consideration.