Assessment Specialist

Company: XcellerateEQ.ai

Mission: Build proprietary assessment instruments that pair with our meeting analytics to surface bias and improve decision quality.

Role: Assessment Specialist (PhD candidate or Senior PhD/Postdoc in Psychometrics, Quant Psych, I/O Psych, or Clinical with strong measurement background)

What you will deliver in the first sprint (4 weeks, 10-15 hrs/week)

- Audit and shortlist of open, non-licensed measures we can adapt, with IPIP or equivalent options identified.
- Design spec for 3–4 initial instruments aligned to our MVP: constructs, item banks (20–40 items each), scoring keys, and response-bias checks.
- Psychometrics plan: reliability targets, quick validation approach (pilot N, alpha or test-retest plan), and fairness checks.
- JSON I/O schemas for scoring, subscale outputs, and confidence bands; stub code to score a response set.
- Ethics and privacy checklist, consent language, and data retention plan.
- Pilot plan: sampling, success criteria, and a brief IRB-style risk summary.

Priority assessment categories

- Bias specific batteries and decision traps
- Personality, traits, and motives
- Attachment and relational style
- Emotional intelligence, empathy, and regulation
- Affect, mood, and stress state
- Cognitive style, reasoning, and openness
- Behavioral inhibition, attention, and impulse control
- Social perception and nonverbal decoding
- Conversation, conflict, and communication style
- Team dynamics and climate
- Values and moral frame
- Implicit and response bias checks
- Organizational culture and leadership
- Behavioral and task measures paired with sensors

Acceptance criteria

- Three instrument specs ready for pilot with item banks and scoring keys.

- Evidence table linking each instrument to sources and known benchmarks.
- Working scorer stub that ingests a CSV or JSON and outputs subscales and flags.
- Clear validation plan with reliability targets and fairness notes.

Time and start

- 10-15 hours per week for 4 weeks.
- Start within 14 days of acceptance.

Compensation

- Student consultant target $75/hr.
- Senior PhD or Postdoc target $110/hr.
- Professional contractor considered if fit and velocity matter.

How to apply

Email johnthomas@gids.co and cc greg@xcellerateeq.ai with CV or LinkedIn, any demos or GitHub, and a short note on a relevant measure you have built or validated.