NATIONAL COUNCIL OF STATE BOARDS OF NURSING, INC. (NCSBN)
OPEN POSITION ANNOUNCEMENT - JOB POSTING: 1123

POSITION TITLE:	Psychometrician, Measurement and Testing, Examinations
STATUS:	Full time / Exempt
LOCATION:	Chicago, Illinois (Hybrid: 2 days/week on-site, 3 days/week remote)

ABOUT NCSBN

The [National Council States Boards of Nursing](#) (NCSBN) is an independent, not-for-profit organization through which nursing regulatory bodies act and counsel together on matters of common interest and concern affecting public health, safety and welfare, including the development of nursing licensure examinations. Our mission empowers and supports nursing regulators in their mandate to protect the public.

JOB SUMMARY

We are seeking to fill a Psychometrician opening in our Examinations department. Position title (i.e., Associate Psychometrician, or Psychometrician I) and corresponding level of responsibility will be dependent upon experience.

The Psychometrician position will assist operational development activities related to psychometrics by applying core Item Response Theory (IRT) principles and methodologies. This role will support psychometric aspects of major projects (e.g., practice analysis, standard setting, CAT, and DIF), and research projects concerning the performance of NCSBN examinations and possible improvements. Candidates will write, interpret, and maintain operational code in Python and R.

This role is an exciting opportunity for an individual looking to deepen their psychometric skillset, while working for an organization committed to advancing nursing regulation and policy worldwide!

RESPONSIBILITIES

- Assists psychometric tasks (e.g., data analyses, standard setting, pool assembly, DIF, IRT calibration, scoring, etc.) under lead psychometrician direction for large-scale testing programs.
- Work collaboratively with colleagues and cross-functional teams to deliver high quality results on time as well as be a strong supporter of effective teamwork.
- Assists in streamlining psychometrics workflow to meet both internal and external deadlines.
- Assists research projects concerning the performance of NCSBN examinations and possible improvements.
- Assists in developing psychometric software (e.g., scoring, standard setting, and automated test assembly) to support on-going operational works and new products.
- Performs other duties as assigned.

QUALIFICATIONS

- PhD in educational measurement and testing, psychometrics or related field is required (ABD acceptable for Associate level role).
- At least 1 year of relevant experience required (dissertation research and internship experience could be acceptable).
- Able to take direction from senior/lead psychometricians to achieve program goals and operational tasks.
- Familiarity with IRT models and adaptive testing is preferred.
- Experience with managing large datasets.
- Strong attention to detail and a commitment to data integrity.
- Proficiency with Python/R/SQL.

- Experience with data visualization and dashboarding tools such as Power BI, Shiny, Dash, or other similar technologies is preferred.
- Travel Requirements: Less than 10% of total time including attendance at conferences and client meetings.

COMPENSATION AND BENEFITS

The anticipated starting salary for this position is $85,000 - $110,000 annually. Actual compensation will be dependent on a candidate's relevant experience, skills, training, certifications/licenses, qualifications and geographical location.

NCSBN offers eligible employees a competitive benefits package that provides our team members with plan options to meet their individual needs. Review benefit details here: https://www.ncsbn.org/about/governance-and-staff/careers/ncsbn-benefits.page

TO BE CONSIDERED

Interested candidates are encouraged to submit their resume as soon as possible using this link: https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=03db93ed-1b1c-4447-805d-a674958c23e6&ccId=19000101_000003&jobId=580815&jwId=SYS:JW:001&lang=en_US

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