

**NATIONAL COUNCIL OF STATE BOARDS OF NURSING, INC. (NCSBN)
OPEN POSITION ANNOUNCEMENT - JOB POSTING: #1002**

POSITION TITLE / BAND: Psychometrician II, Measurement and Testing, Examinations, 8
(2 vacancies)

STATUS: Full time / Exempt

REPORTS TO: Lead Psychometrician, Measurement and Testing, Examinations /
Manager, Measurement and Testing, Examinations

DIVISION: Operations

LOCATION: Chicago, Illinois

POSTING DATES: Wednesday, January 13th, 2021 – Friday, March 12th, 2021

ABOUT NCSBN

The [National Council States Boards of Nursing](#) (NCSBN) is a not-for-profit organization whose membership includes the nursing regulatory bodies in the 50 US states, the District of Columbia, four U.S. territories, 9 Canadian Provinces, and 27 international jurisdictions. Our mission empowers and supports nursing regulators in their mandate to protect the public. NCSBN promotes leadership, excellence and innovation in addressing local and global regulatory and healthcare challenges through strategic alliances and partnership with its members and other organizations, both public and private.

NCSBN is engaged in a transformative process to better support its strategic direction and initiatives focusing on its mission to empower and support nursing regulators in their mandate to protect the public. The building blocks of achieving NCSBN's vision of leading regulatory excellence are encapsulated in the following four focusing concepts:

- Collaboration
- Performance Measures and Metrics
- Governance
- Data and Technology

These focusing concepts require NCSBN to gain and maintain individuals with key skills related to communication, change management, performance management, quality improvement, policy, board development, strategic partnering, data analytics, and economics.

JOB SUMMARY

Coordinates operational examination development activities related to psychometrics, psychometric aspects of major projects (e.g., practice analysis, standard setting, and NCLEX practice exams), and research projects concerning the performance of NCSBN examinations and possible improvements. At least intermediate programming skills in R and SAS with experience writing reusable code for operationalization of psychometric processes. Experience with developing interactive applications and visual displays of data using RShiny, HTML5/Javascript or other tools is preferred. Knowledge and understanding of XML or JSON is required and knowledge of QTI is preferred or willing to learn. Adhere to and support the values and cultural framework developed by the Examinations Department.

RESPONSIBILITIES

- Work closely with senior staff to conduct all aspects of operational work on psychometric tasks (e.g., data reconciliation, practice analysis, standard setting, DIF, IRT item calibration, scoring etc.) for large-scale testing programs.
- Work collaboratively with colleagues, managers, and cross-functional teams to deliver high quality

results on time as well as be a strong supporter of effective teamwork.

- Demonstrate good writing skills to prepare technical reports and related documents as well as good presentation skills with varying degrees of psychometric knowledge.
- Under the direction of senior staff, conduct research and propose solutions to current/future psychometric problems and program development.
- Develop computer programs to automate evaluation and improve psychometric tools to support on-going operational work and new products.
- Performs other duties as assigned.

QUALIFICATIONS

- PhD in educational measurement and testing, psychometrics or related field with at least 3-5 years' experience in large scale testing, experience in adaptive testing preferred.
- Able to take direction from senior/lead psychometricians to achieve program goals and operational tasks with little oversight.
- Familiarity with IRT models and adaptive testing.
- Proficiency in R and SAS programming is necessary, experience with Python and a willingness to learn R/SAS during first year is acceptable.
- Experience with data visualizations or dashboard development is necessary, experience with RShiny, HTML5, Javascript, Dremio, Yurbi, or PowerBI is preferred.
- Experience with managing large datasets.
- Strong attention to detail and a commitment to data integrity.
- Excellent organizational skills and able to handle multiple projects simultaneously.
- Excellent written and oral business communications skills.
- Strong analytical, problem-solving, and decision-making skills.
- Able to meet deadlines with project deliverables.
- Travel Requirements: Less than 10% of total time including attendance at conferences and client meetings. Please note: Due to COVID-19, all business travel requirements have been temporarily placed on hold.

TO BE CONSIDERED

Interested candidates must submit their resume along with cover letter and salary requirements as soon as possible but no later than Friday, March 12th, 2021 at

https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=03db93ed-1b1c-4447-805d-a674958c23e6&cclid=19000101_000001&jobId=403793&lang=en_US&source=CC4.

The National Council of State Boards of Nursing (NCSBN) is an equal employment opportunity employer. Decisions affecting employment are considered without regard to disability, race, color, religion, gender, national origin, age, genetic information, military or veteran status, sexual orientation, marital status or any other protected characteristic.