

**NATIONAL COUNCIL OF STATE BOARDS OF NURSING, INC. (NCSBN)  
OPEN POSITION ANNOUNCEMENT - JOB POSTING: #1011**

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

**STATUS:** Full time / Exempt

**REPORTS TO:** Manager, Measurement and Testing, Examinations

**DIVISION:** Operations

**LOCATION:** Chicago, Illinois

**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**

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

Psychometricians will assist 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. Must be able to work in an environment that can translate research into operationally viable actions. You will contribute to both the research related to clinical judgment in nursing but also provide operational expertise in developing new and inventive methods for the Next Generation NCLEX. This will entail being able to build processes and procedures that follow best psychometric practices in areas such as item analysis for polytomous items, methods of detecting drift in polytomous items, and other practical aspects of polytomous IRT and CAT. You must be able to think flexibly and creatively but also be able to follow through and show results. Able to write, interpret, and maintain operational code base in Python, R, and/or SAS. Experience with data visualization using RShiny, Yurbi, PowerBI, or other dashboarding applications is preferred. Knowledge and understanding of structured data (XML, JSON, etc.) is also preferred. Adhere to and support the values and cultural framework developed by the Examinations department.

**RESPONSIBILITIES**

- Assists and leads psychometric projects and tasks (e.g., data analysis, practice analysis, standard setting, pool assembly, DIF, IRT calibration, scoring, and related research, etc.) for large-scale testing programs with minimal direction from Manager.
- 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.
- Able to take responsibility for building, maintaining, and documenting new processes and procedures related to the Next Generation NCLEX.
- Participate and lead work related to dashboard design and development along with a willingness to gain knowledge and skills in new technologies.
- Demonstrate good writing skills to prepare technical reports and related documents as well as good presentation skills.
- Assists in streamlining psychometrics workflow to meet both internal and external deadlines.
- Assists and conducts 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.
- At least 1 year of relevant experience (internship experience could be acceptable) required for an entry level position. Additional years of experience (3-5 years) required for an advanced-level position or (>5 years) a senior-level position.
- Able to take direction from senior/lead psychometricians or manager to achieve program goals and operational tasks.
- Proficiency with Python, R, or SAS, and ability to use Winsteps. Must be willing to retrain or learn Python and R if only proficient in SAS.
- Experience with data visualizations or dashboard development.
- Experience with dashboard development and design using RShiny, HTML5, Javascript, Yurbi, or PowerBI is preferred.
- Familiarity with polytomous IRT models and adaptive testing 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.
- Travel Requirements: Less than 10% of total time including attendance at conference and client meetings.

## **NCSBN BENEFIT HIGHLIGHTS**

- Medical, Dental and Vision Insurance
- Life and AD&D Insurance
- Vacation and Sick Time Off
- Holiday Pay
- Paid Parental Leave
- Short-Term and Long-Term Disability
- Staff Professional Development Funds
- Flexible Spending Plan
- Commuter Benefit Plan
- 403(b) Retirement Plan
- Employee Assistance Program
- Flexible Work Schedules (Hybrid Work-from-Home and On-Site)

- Office Wellness Room
- Office Café and Lounge Area

## **TO BE CONSIDERED**

Interested candidates must submit their resume as soon as possible:

[https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=03db93ed-1b1c-4447-805d-a674958c23e6&cclid=19000101\\_000001&jobId=419151&lang=en\\_US&source=CC4](https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=03db93ed-1b1c-4447-805d-a674958c23e6&cclid=19000101_000001&jobId=419151&lang=en_US&source=CC4)

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