

Psychometrician/Research Scientist -Senior

NATURE AND SCOPE:

Senior level individual contributor in psychometric analysis, technology development, research initiatives and interpretation of results. Serves as a psychometric advisor and technical leader for clients, psychometricians and other functional groups. Conceptualizes, designs, and conducts major research, development and/or large-scale analysis projects and disseminates the results and implications of research. Provides leadership to psychometric interns, associate psychometricians/research scientists, intermediate psychometricians/research scientists, and representatives from other functional groups. Additional responsibilities include the following:

PRINCIPAL ACTIVITIES:

- Advise and implement new psychometric operational procedures.
- Designs and performs the psychometric work for complex research projects and operational work assignments.
- Works at a high level of skill, both independently and as part of a team, in all phases of psychometric analysis.
- Accountable for psychometric design and analysis decisions.
- Applies advanced knowledge of statistical procedures, psychometric methods and their applications and statistical programming (e.g., SAS, SPSS, WINSTEPS, BILOG, MULTILOG, PARSCALE, C++, SPLUS, FORTRAN, FlexMIRT).
- Regularly provides guidance and training to less experienced team members in conducting complex research and developing data interpretation materials and publications.
- Represents organization's position on technical issues to clients, external boards and panels, professional associations, and other agencies.
- Develops proposal solutions and contributes to the proposal process.
- Participates in determining research policies and priorities, which have broad organizational implications.
- Conducts and collaborates on research on behalf of clients and the organization.
- Makes presentations at national and international conferences and may present technical information to different audiences (e.g., client groups or technical advisory committees).

- Maintains professional relationships as a representative or advisor to external advisory or policy boards and councils, research organizations, educational institutions and educators.

Research Focus

- Recommend, implement and test new strategies for addressing operational analytic procedures.
- Generate or contributes to new or modified scientific theories, research methodology, analytic or interpretive procedures.
- Advise and implement an R&D agenda designed to further the strategic agenda of the organization.
- Recommend the research of new innovations.
- Serves as a liaison to clients in disseminating current psychometric research findings.

Consultation Focus

- Recommend, implement and test new strategies for cross functional operating procedures.
- Assist with the operational design, development and implementation of new products.
- Advise and contribute to the implementation of innovative R&D initiatives of other functional groups.
- Advise and assist with the operationalization of new innovations.

Technical Focus

- Design and develop new operational tools created to conduct psychometric procedures.
- Responsible for testing, validating and ensuring the quality control of the new tools.
- Recommend and develop new tools for other functional groups.
- Maintain and support the system of psychometric and cross functional tools.
- Assist with the transition of technology innovations to implementation.
- Direct process improvements from a technological psychometric perspective.

- Perform duties and fulfill responsibilities that may, from time to time, include related or unrelated tasks.

JOB REQUIREMENTS:

Education & Experience:

- Ph.D. in educational, statistics, measurement, psychometrics or an Ed.D. in educational measurement required
- Minimum of five (5) years relevant work experience required

Competencies:

- Technical expertise – job related specialized knowledge and the proficient use of technology-based tools
- Accountability – takes personal responsibility for the quality and timeliness of work, and achieves results with little oversight
- Communication – strong verbal and written communication; listening Leadership – influencing or control in which a person enlists the participation of others and the resources to accomplish a goal
- Influencing others – influences others to be excited and committed to furthering objectives
- Problem Solving – resolves difficult or complicated challenges
- Creative & Innovative thinking – develops fresh ideas that provide solutions to all types of workplace challenges

Anticipated Travel (may include local, national, and/or international travel):

- Occasional travel (10%-20%)

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